

SECONDARY SLE PROFILE



NICOLA SHEFFIELD

SLE designation (Date of designation & Teaching School)	November 2015 Ladywood Teaching School Alliance
Current School (LA or Sponsor)	Mount St. Joseph Secondary School Bolton Local Authority
Recent OfSTED judgement (Overall and Leadership)	Overall: Good Leadership: Outstanding
Context of School	Mount St Joseph is a Roman Catholic High School. 990 students are currently on roll aged 11-16. The school was graded Good during the Ofsted inspection which was completed in February 2014. Behaviour and teaching are graded Good with some outstanding aspects. The school was graded outstanding for Achievement in English and Leadership and Management.
Particular area(s) of Expertise/ Strength (please show supporting data/ information)	<ul style="list-style-type: none"> > NQT/ITT: 100% of NQT's achieve Good – Outstanding by the end of their Induction Year. > Assistant Head of Teaching and learning: To develop the quality of teaching and learning across the school. This involves planning and delivering various training sessions.
How have you supported other schools or middle leaders and senior leaders in your own school?	<p>I have worked closely with the SLT to create an environment which promotes high quality teaching. I have conducted regular learning walks which include lesson observations, scrutinisation of books and e-planner checks in order to judge progress over time. I encourage staff to be self-reflective practitioners in whereby they grade themselves, with support and guidance from myself. I continue to work with the SLT to help ensure that improvements are made within the quality of teaching and learning, mentoring and coaching staff on how to improve in certain areas that have been identified by Ofsted and that help contribute to the School Improvement Agenda. I continue to plan and deliver Staff INSET and other training in order to develop teaching and learning throughout the school.</p> <p>Further to this, I am currently working with middle leaders at another school to help support them in the NQT Induction programme to ensure that their NQT's and ITT's receive personalised and effective training. I have shared with this school an extensive NQT induction programme which has been complimented on numerous occasions by Bolton LA. This includes effective monitoring and the ability to deal effectively and efficiently with those staff who do not appear to be making satisfactory progress in order to successfully complete their induction year.</p> <p>More recently I have devised a training programme that will allow both schools to network together in order to support their induction tutor and NQTs in order to deliver valuable training. This allows the NQTs in both schools to work collaboratively, sharing innovative ideas and experiences.</p>
What was the Impact of your support?	<p>Within my managerial role, I have experienced of dealing with conflict and staff who suffered a lack of motivation.</p> <p>For example I had responsibility for managing a recent NQT who struggled to review his own performance or accept feedback. When asked to deconstruct his lessons his review was at complete odds with myself and the co-observer. My feedback often left him feeling demotivated as he refused to understand the evidence on which my verbal feedback was based.</p> <p>To overcome this I utilised IRIS connect to provide accurate evidence based feedback which allowed me to refer to in our discussions. This provided me with the opportunity to have an honest discussion regarding his performance. The footage from the lesson was used to assist him in becoming a more effective self-reflective practitioner. This providing him with a clear bench mark, which he could refer back to.</p> <p>An action plan was also devised to allow him to focus on specific targets each week in order to make the required improvement. Subsequent observations were conducted to help support him in achieving these targets and to allow him to independently reflect on his progress.</p> <p>Furthermore I identified an appropriately skilled member of staff who I believed would complement him and his developmental needs and who had the ability to challenge his negative attitudes. This was an NQT who I had mentored previously who was assessed at the end of his NQT year as Outstanding. I gave this individual clear direction on how to manage this individual effectively and my expectations of them as an RQT buddy.</p>

**What was the
Impact of your
support?**

Within two months the NQT was able to accurately reflect on his own performance which saw a steady Improvement in the quality of his teaching and learning. Within this period his teaching progressed from Requires improvement to Good.

Working in partnership with another school, I have helped coach their Induction Tutor who is new to the role, providing her with the necessary resources to fully support her and her NQT's effectively. This involves sharing training and additional documentation to allow her to develop her own NQT induction programme that is personalised for the needs of the NQT's. This school will shadow the training programme that has proven to be effective at Mount St Joseph year on year.