

Roots and wings

Day 1 - The Leadership Question

The trio looked at the Intelligent School Model in the school context. Colleagues felt that the school reflected the Intelligent Model in all aspects but some were stronger than others. The school was seen as being systemised, in order, well looked after and under control with emphasis on processes. This was reflected in the Herrman Profile of the Headteacher. Colleagues were of the opinion that too much time was being spent on management and not enough on leadership. They felt that the headteacher was too involved with processes and was occupied with carrying out tasks. There needs to be time to reflect and develop other weaker aspects of the Profile. There should be more focus on other intelligences in the school such as the Reflective Intelligence. Management needs time to evaluate, discuss and reflect to initiate change and move the school forward to make a difference. Opportunities need to be made available for more discussion at a higher level – e.g. Is the school progressing in the right direction?

Strategic Focus.

Driving disciplines lean towards delivering standard processes. Need to be more innovative and to focus more on pupils' needs.

Day 2 and Day 3.

Leadership question remained the same.

Main Issue: More time for leadership.

Intended Outcomes (Vision).

To strengthen teaching and learning in the classroom so that pupils are more responsible for their own learning.

Benefits.

- 1) Improved learning.
- 2) Increased pupil motivation.
- 3) Greater staff satisfaction.

The Way Forward.

- How will this vision affect our school?
- Who is going to be involved?
- Consider the role of the individual, the team and the organisation.