

School Improvement SLA for Schools
1 April 2024 – 31 March 2025



school
improvement
DBE services

Welcome

Thank you for your interest in entering into a Service Level Agreement (SLA) for school improvement with DBE Services. Our ethos at DBE Services is one of partnership. We are here to 'Serve, Support and Inspire' our schools and young people and have been doing so through buildings development and capital projects for many years.

Since 2020 we have extended this to include a School Improvement SLA and we currently work with a wide range of 140 primary schools (community, church aided, voluntary controlled, academies, a maintained PRU and a special school) working alongside advisers with a wealth of school improvement knowledge and experience; some of them current headteachers.

Our services are open to **ALL** schools. We have a very strong link with the Diocese of Blackburn and other Church of England Dioceses in the North of England, but we also work with faith schools in local Catholic Dioceses and community schools and academies in ten different Local Authority areas. We currently work with a number of Multi-Academy Trusts and are always happy to engage in a discussion about how we can support in a variety of ways. We have recently begun supporting secondary schools and academies too.

In this short information booklet, we are proud to offer the following details:

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The Team

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The SLA

Please note: School improvement support is always tailored to the needs of your school.

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Next steps - costs, sign-up deadlines, process, additional services

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Pen portraits of our part-time Advisers

If you want to discuss any aspect of the offer or have any further questions, please do not hesitate to contact Paul Duckworth (Head of School Improvement)

paul@dbeservices.co.uk

Mobile: 07399 513715

We would love to welcome you to the DBE school improvement family as a partner school.

Paul Duckworth (Head of School Improvement)

Sam Johnson (CEO)

The Advisory Team

PAUL DUCKWORTH Head of School Improvement



- Experienced Primary Adviser and former Acting Head of School Improvement at Lancashire County Council
- Former Primary Headteacher
- Executive Coach for NPQEL & NPQH and SPOTLIGHT Practitioner
- Chair of the Strategic Board of Abacus NW Maths Hub
- Fellow of the Chartered College of Teaching

CAROLYN SINGLETON Primary Adviser



- Carolyn has taught for 25 years with 20 years' experience of school leadership including three headships in two Local Authorities
- She has worked in a wide variety of schools in very different contexts; a large, three form entry school in Blackpool; a smaller, semi-rural school in Cumbria; a large school in Lancashire with significant levels of deprivation and a short interim headship at a special school

NICK WARD Primary Adviser



- Nick has been the headteacher of two outstanding schools: Bretherton Endowed CE Primary School (2010-2016) – a small school, and Euxton CE Primary School (2016-2023)
- Experience as a Diocesan Adviser (including Interim Head of Education for Blackburn Diocese) and in teaching in Catholic and Methodist schools. Nick was also an LA moderator for KS1 and KS2 assessments

We are proud to have the following advisers in our team alongside Paul, Carolyn and Nick: **Alison Mitchell, Chris Lawler, Gillian Wilton, Heather Wareing, Jill Walmsley, Jonathan Hewitt, Julie Webster, Karen Alty, Sharon Bowker and Sue Pittendreigh.** We pride ourselves on building-up a strong relationship with all our schools over time so that we know the school, the leadership team and the governors well; leaving us well placed to provide the most appropriate advice and support. **Pen Portraits for all our part-time advisers can be found at the end of this booklet.**

DBE is committed to having serving headteachers as part of our school improvement team; helping us to keep up to date with current school issues from the perspective of a headteacher. This also gives our schools a choice of the experience and current role of their school adviser. Schools with a part-time adviser can always call on the knowledge of the wider team and our three full-time advisers at any time.

School Improvement SLA for Primary Schools 1 April 2024 – 31 March 2025

Our SLA offers a complete package, including support for appraisal, appointments and attendance at termly senior leader briefings (for head and deputy/senior teacher) without any additional costs. By November 2023, **140 schools** had entered into a Service Level Agreement and have a named, allocated school improvement adviser from the DBE Team.

The essentials

- A named school adviser.
- Five visits per year (1/2-day visits on-site).
- On-going telephone and e-mail support whenever required.
- Support for headteacher & deputy headteacher appointments.
Each school will receive professional advice/support on the appointment of a headteacher/deputy headteacher for one recruitment round each year. If a further recruitment process is required, this may incur an additional charge.
- Notes of visit that support school improvement – returned promptly by e-mail.
- A weekly update – with links to leadership information as well as some of the latest research and thinking on curriculum, teaching and learning.
- Two free places at termly ‘senior leader briefings’ which cover current issues, sharing best practice and leadership development topics.
Attendance at Senior Leader Briefings for non-SLA schools: £90 per delegate per term (£60 on ZOOM)
- Support for the school’s Ofsted Inspection (before, during & after the inspection).
- Support for the governing body in strategic leadership and school improvement.
- Free membership of DBE Networks (for example, new headteachers, coastal schools, small schools, specific subjects, EYFS and focal points such as oracy).

Visits

The **five adviser visits** are flexible and could include any of the following, chosen to meet the school’s needs:

- Challenge and support for the headteacher and other senior leaders.
- External adviser support for headteacher appraisal.
- Supporting school self-evaluation.
- Working alongside staff to model, challenge and support self-evaluation; for example, by
 - taking part in learning walks, visits to lessons.
 - supporting curriculum audits.
 - assisting with the analysis of school data.
 - supporting the writing of a summary self-evaluation document.
- Support in writing action plans and monitoring progress.
- Delivering CPD (eg. subject leadership training, governor awareness of the EIF).

Our aim is **to serve our schools and children** – and as such we always seek to agree a blend of different approaches to meet the needs of the school.

The cost of the Service Level Agreement (SLA) in 2024/25

The cost of the SLA is:

£3400 for 1 April 2024 – 31 March 2025, invoiced in April 2024 for the full year *

For school collaborations/federations **£4650 for 1 April 2024 – 31 March 2025**

The cost is split equally between the two schools where there is a shared headteacher in post – the schools are entitled to six visits across both schools.

SLAs can be entered into at any point in the year and are charged pro-rata per term, for example:

From September 2024 – 31 March 2025 @ £2267 (£3100 for a collaboration)

How to purchase the SLA

Please complete the on-line sign-up form <https://forms.office.com/e/4fw71xg0Rm> by **Wednesday 31 January 2024**

NB Schools currently being supported by a different provider may have to give notice.

How will my adviser be allocated?

Existing schools will keep their current adviser wherever possible. Paul will contact new schools shortly after the closing date above and agree an adviser allocation. We want to be sure that the experience and expertise of your allocated adviser meets your needs.

Additional services

Outside the SLA, schools will also have the opportunity (subject to availability) to request:

Additional consultancy time

- A full day of additional support £630
- A half-day of additional support £320
- A twilight session of 'consultancy' £210

We also offer INSET for clusters of schools, please ask if this is of interest to you.

** VAT will be added to all charges but reclaimed either by the school or the LA on the school's behalf*

Spotlight Profiles

Paul Duckworth and Sharon Bowker are Spotlight practitioners (<https://spotlightprofile.com>) and this tool can also be used to support leadership development in school. The spotlight profile would be charged separately (currently £75 + VAT per person) but SLA time (or additional adviser time) can be used to provide feedback and coaching support. We also have other Spotlight practitioners in our 'DBE Partnership', so schools have the option of working with a coach who is not their school adviser if they wish.

Need further information?

Contact: Paul Duckworth paul@dbeservices.co.uk

Mobile: 07399 51371

PART-TIME ADVISER PEN PORTRAITS

Alison Mitchell

Alison’s most recent post was as a Senior Adviser for the Monitoring & Intervention Team in Lancashire. She has extensive experience as a School Adviser, MIT Adviser & Team Leader, responsible for LA statements of action for schools in an Ofsted category. Alison has experience of working with faith and community schools and has been headteacher of two Lancashire schools. She has significant experience in supporting leadership and management, with experience in due diligence, school reviews and leadership & management audits. Alison has developed training, systems, processes and documentation to support self-evaluation, monitoring & evaluation. She has expertise in EYFS.

Chris Lawler

Chris is passionate about high aspirations for all, with a particular commitment to children in areas of disadvantage. She feels privileged to have worked with, supported and learnt from great teachers, leaders and coaches in a wide range of contexts over many years in education. Chris is people-focused and dedicated to empowering others through a coaching approach. She is positive and solution focused too, with an underlying belief that ‘there is always a way’. Chris has significant experience in school improvement as a Senior Leader and Adviser, developing the curriculum and subject leadership, managing change, growing individuals and teams, to ensure positive outcomes for children and adults alike.

Gillian Wilton – also currently a Headteacher

Gillian is currently Headteacher at Roe Lee Park Primary School & Nursery, which is her second Headship. She led a school from Requires Improvement to Outstanding during her first headship. Gillian was the Special Support Adviser for the Monitoring & Intervention Team in Lancashire and School Adviser for a number of LCC schools in the South. She has presented on courses including MIT Quality of Education and HeadStart for LCC. Gillian has significant experience in supporting leadership and management and developing training, systems and documentation to support self-evaluation, monitoring & evaluation.

Heather Wareing

Heather is a retired headteacher; her most recent school was Carleton St Hilda’s CE Primary School which was her second headship. She has ‘Associate Headteacher’ experience supporting schools in difficulty and new headteachers. Heather was the Assistant Director of Education & Diocesan Adviser at Blackburn Diocese between her headships. She has significant experience in supporting leadership & management (including governance) in church schools and was an Associate Adviser supporting Primary Schools in Lancashire.

Jonathan Hewitt

Jonathan has a wide range of experience in Primary Education as a teacher, headteacher and adviser. He has had two headships in challenging circumstances in Lancashire. For 10 years he led Lancashire County Council’s advisory service. More recently, he has worked as a School Adviser to primary schools in Lancashire and Blackburn and he is particularly interested in teaching and learning and curriculum development.

Jill Walmsley

Jill was previously a Senior Adviser for the Monitoring & Intervention Team in Lancashire. She has extensive experience as a School Adviser, MIT adviser & Team Leader, responsible for LA statements of action for schools in an Ofsted category. Jill has had three headships in Lancashire and is experienced in due diligence, school reviews and leadership & management audits. She has presented on school development planning and all aspects of leadership and management. Jill has developed training, systems, processes and documentation to support self-evaluation, monitoring & evaluation.

Julie Webster

Julie is a retired headteacher; her most recent school was Queen's Drive Primary School, Fulwood, which was her second headship. She has extensive 'Associate Headteacher' & NLE experience, supporting schools in difficulty and new headteachers. Julie has experience as a School Adviser supporting primary schools in North & East Lancashire and was Head of Teaching School. She has also been an Additional Inspector with Ofsted.

Karen Alty – also currently a Headteacher (specialist provision)

Karen is currently the Headteacher at Holly Grove School in Burnley, graded by Ofsted as outstanding in June 2023. She has over 40 years' experience in SEND; 17 of those as a leader. Karen is an accredited SLE and a mentor for new headteachers in Special Schools in Lancashire. She has also been an accredited SEN Reviewer for Lancashire. Karen has a wealth of experience supporting mainstream provision/SLT with their children with SEND.

Sharon Bowker – also currently a Headteacher

Sharon is currently Headteacher at Lytham Hall Park Primary School, which is her second headship. She was a full-time School Adviser in Lancashire between her headships and an Associate Adviser supporting primary schools in East Lancashire until April 2020. Sharon is a lead adviser/presenter on courses including 'Managing Your Ofsted Inspection' & 'HeadStart'. She is a member of the strategic partnership board for the Embrace Teaching School Hub and is an accredited SPOTLIGHT practitioner.

Sue Pittendreigh – also currently a Headteacher

Sue is currently Headteacher at Saint Catharine's CE Primary School Wigan, which is her third headship and she has completed the Christian Leadership Course. She was Deputy Team Leader for Area South Lancashire Advisory Service and previously a part-time MIT adviser. Sue has presented on many courses, including 'Managing Your Ofsted Inspection'.