

Lincoln Christ's Hospital School



- Above average sized, mixed comprehensive
- Pupil premium higher than national
- EAL proportions around national levels
- Higher than national deprivation indicator
- Attendance at 92.6% and progress of students declining and at floor
- Last inspection - good
- Headteacher retired (9 years at the school) – along with 1 deputy, the finance director and the head of teaching and learning (all SLT)
- New Headteacher appointed in September 2014 .

Question: There is a lot of expertise going out of the school; declining standards despite the Ofsted judgement – how do we rapidly improve provision for our student – and at what cost?

The story begins.....



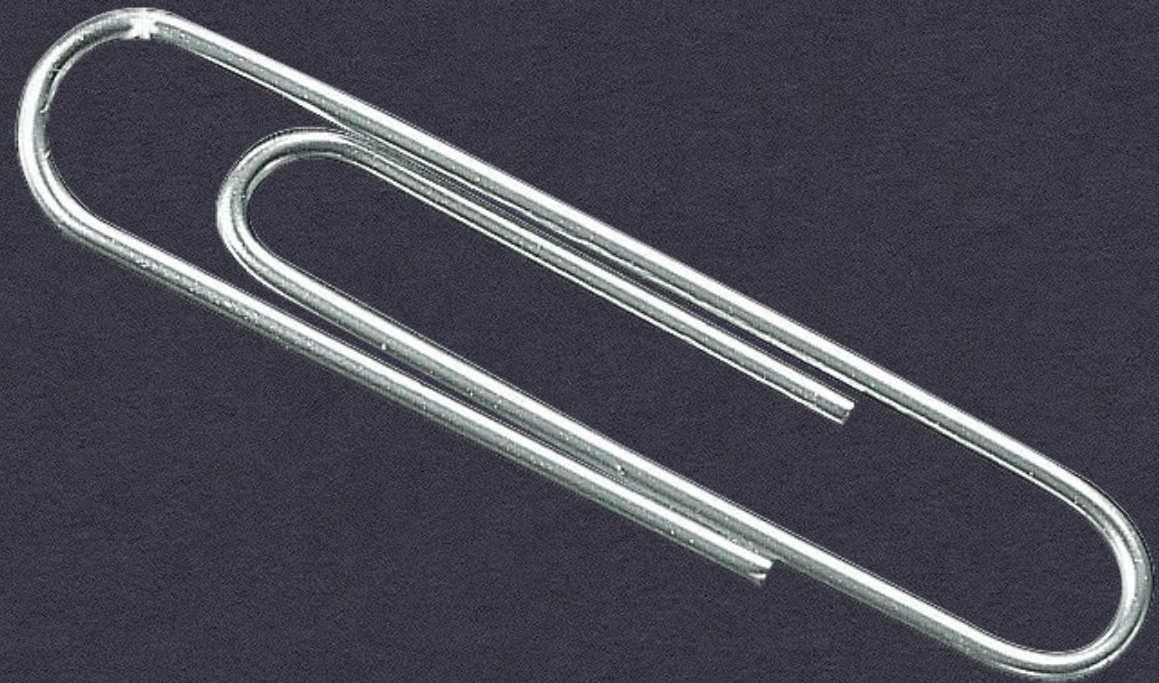


Making The Impossible, Possible

BY ASKING THE RIGHT
QUESTIONS



What can you
do?



What can't
you do?







Can I?

- Lead a school project
- Work fewer hours
- Inspire staff
- Manage to drive an initiative forward
- Not work evenings
- Not work weekends
- Arrive at school at 9.30am
- Get a pay rise
- Teach two hours a week
- Not do lunchtime or break duties
- Not deal with poorly behaved students or staff
- Not do a register
- Not mark books
- Go on holiday during term time
- Have next year off



I should be able to



I should be able to...
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- Have next year off
- Have a home/work balance, eventually



Map

Satellite



Google

A moral compass as a GPS



ESCAPE
HANDCUFFS

WITH A
PAPERCLIP



Making The Possible,
Impossible







Don't meet a chimp head on - show him where the bananas are

- Set parameters to create the wriggle room



The Wriggle Room - parameters

- Nine meetings
- All staff
- Meetings are confidential
- Reflection happens between meetings
- Groups of 10 – organised by me



The Wriggle Room - wriggle

- Buddy up
- Meet with me instead during or after the school day
- Come to a day's training
- Meet any day of the week
- If you need to, meet me at the weekend or during the holidays to fulfil the remit of the project



Basic buy in gives you chocolate and holidays



The Wriggle Room – the front room

- Blog
- Newsletter
- SIG meetings
- ‘need’ and ‘even better if’ staff
- Review and review and review and review and...
- Assemblies
- Step in to lead
- Why, why, why, why, why



Why, why, why, why, why?

- I have done it all already and couldn't make the meetings because there is not enough time;
- I have other priorities;
- I was railing against everything else we have to do;
- I will come along.



“You're not actually going to do that?”

- Make them opportunities to bring them in
- Have confidence in your commitment
- Make it a moral purpose

Empty threats are full of promise - it gives the chimp control of the wriggle room



- Set parameters to create the wriggle room
- Communicate effectively throughout
- Do it yourself — it is not one rule for them!



One big idea

Using evidence of learning to adapt lessons in real time to meet students' learning needs.

- Sharing learning intentions
- Questioning
- Feedback
- Self-assessment
- Peer-assessment

Enhanced buy in gets
you:



Enhanced buy in gets
you:



✧ Autonomy

✧ Mastery

✧ Purpose



✧ Autonomy

✧ Mastery

✧ Purpose

* School Improvement
Group



Have a positive support network and nurture it



Have a positive support network and nurture it



Respect

Have a positive support network and nurture it



Respect



Stop, Look,
Listen



Have a positive support network and nurture it



Respect



Stop, Look,
Listen



Reach out,
I'll be there

Map

Satellite



Google

WHY ME?



WHY ME?



WHY NOT?

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THANK YOU



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