

RESOURCE

SECURING YOUR FIRST SLT ROLE:

RESOURCE PACK 3

PROVIDING EVIDENCE AGAINST THE SIX REALMS OF SCHOOL LEADERSHIP

You will need to provide evidence to support any claims you make in your letter and application, as well as anything you say during the interview process, so for every success you intend to share, ensure you have detailed supporting data. This might be hard facts and figures, say from the government's Assessing School Performance (ASP) system. It might also be quotes and judgments from Ofsted and your local authority or academy trust advisors. It might include evidence gleaned from student and parent surveys. Whatever the source of your evidence, it's wise to demarcate your examples using the six standards we discussed above. So ask yourself these questions, thinking of specific examples wherever possible:

Setting a vision for the future

What project have you been involved in or lead which has improved an aspect of your current school? How did you get involved? Why? What did you hope to achieve? Why was this important? How did you identify that this change was needed? How did you communicate this need to others and involve them in the process of change? What actions did you (and they) take? Did the project go to plan? If so, why? What was successful about it? If not, why not? What have you learnt from it that you'll put into practice the next time you lead a similar project? How did you deal with set-backs or barriers?

Being the lead teacher

How have you improved your own and/or others teaching practice? How have you continued to improve the quality of your teaching? How do you lead by example? Give a concrete example of this. How do you demonstrate high expectations of yourself, of other teachers, and of students? How do you monitor and evaluate your own and others' teaching and assessment?

Working with and developing others

What professional development have you been involved in? How did this come about and why? How do you ensure you keep getting better at what you do? Have you helped others to improve their teaching or develop their knowledge, experiences and skills? Have you, for example, been involved in any coaching or mentoring of newer colleagues? How have you - through your everyday actions - fostered a sense of collaboration? Are you a member of any professional associations? Have you attended or been involved in any local or national conferences/events?

Leading the organisation

Give an example of when you're demonstrated good judgment, been decisive and thoughtful, and managed school resources effectively. Have you had any budgetary responsibilities? If so, how have you ensured good value for money? Have you any experience of developing the school environment? What health and safety responsibilities have you had? Have you had to have any difficult conversations with colleagues? Why? How did you approach it and what happened?

Managing the team

Have you used performance management effectively to drive improvements in your teaching? What evidence have you got that you've met or exceeded targets? Have you had any involvement in the school development plan? Have you worked closely with the senior leadership team and/or governing body? How do you monitor and evaluate your own performance? Have you monitored and evaluated the performance of others? If so, what feedback have you given and what was the result?

Developing external links

What partnerships have you fostered with others such as teachers, support staff, parents, governors, local authority employees, social services, the careers service, local businesses, and so on? What have you done to improve your students' awareness of their local, national, and international community? How have you encouraged students to respect diversity, and how have you protected vulnerable learners? What have you done in response to the Prevent agenda and to promote fundamental British values? How do you ensure that every child is given the opportunity to fulfil his or her potential irrespective of his/her socio-economic or ethnic background?