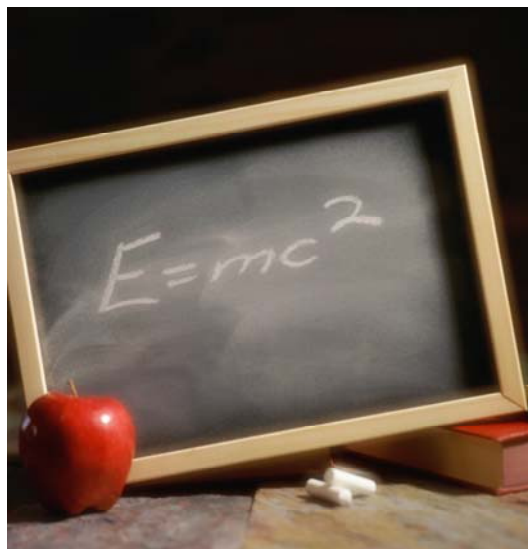


# Headteacher Register

*Supporting Leadership Development in  
South Gloucestershire*

**2010/2011**



## Supporting Leadership Development in South Gloucestershire – Autumn 2010

### 1. Headteacher Mentors

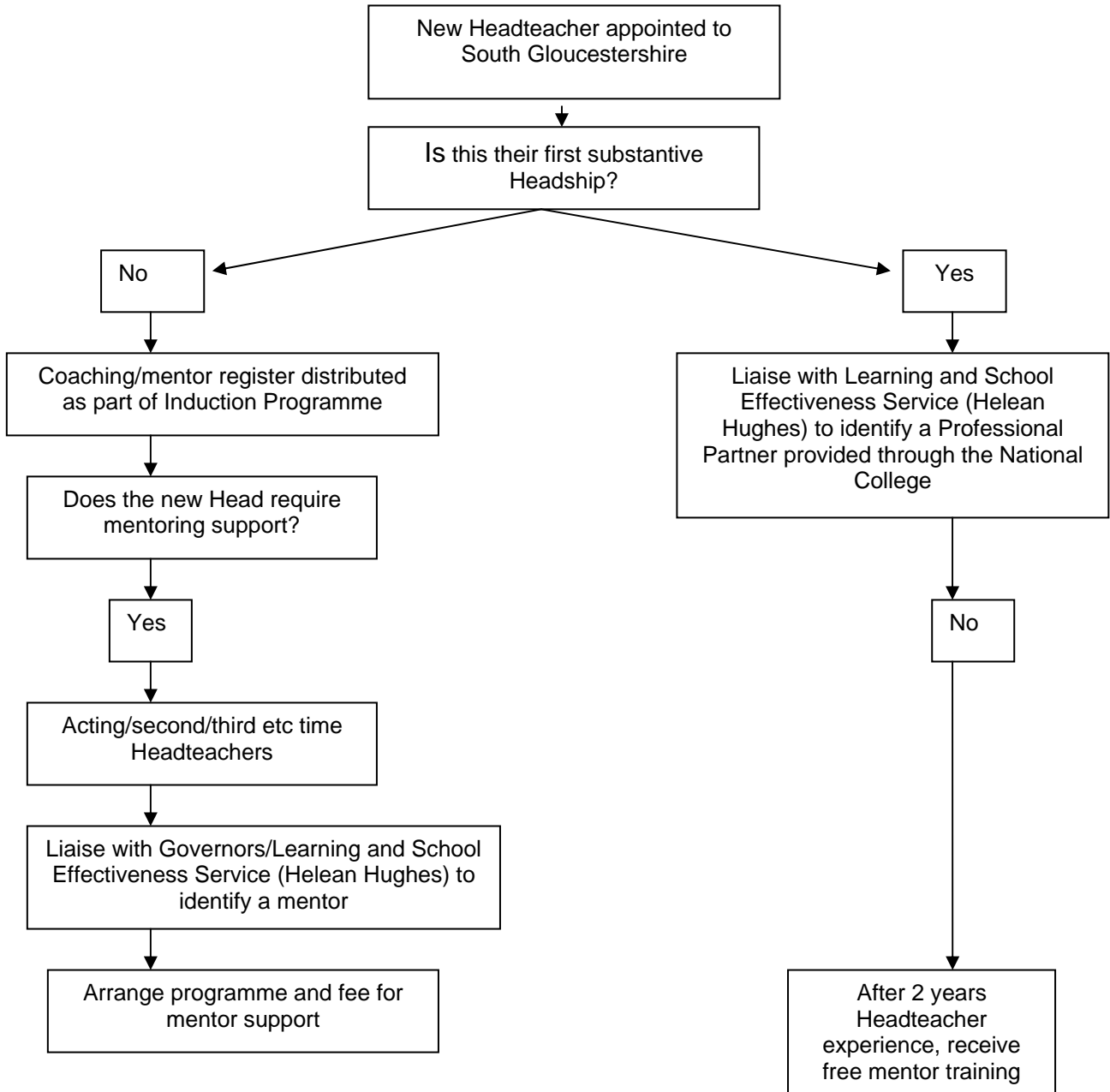
A register of available Headteacher support has been produced to underpin the induction and development of all new Headteachers in South Gloucestershire. Many existing Headteachers have already been involved in mentoring/coaching work with peer colleagues over the past few years. This support has been further enhanced through the work of Associate Leaders, Consultant Leaders (Primary Strategy) and Consultant Leaders (National College for School Leadership).



In an attempt to rationalise Headteacher support work, all serving Headteachers (after two years Headship experience) will receive free mentor training as an entitlement and then be entered onto the Headteacher Mentor Register. The Mentor Register is available to all new Headteachers taking up a post in South Gloucestershire and can be found on [www.leadersoflearning.net](http://www.leadersoflearning.net). In a partnership between the new Headteacher, School Governors and the South Gloucestershire Learning and School Effectiveness Service, a mentor from the mentor register can then be selected, appropriate to the needs of the new Headteacher and their school. This work is further underpinned by the new Head and their mentor, by being a member of the 'Coaching Helps Leaders Grow' forum. The mentor register will also detail the wide range of leadership experience available and allow a new Headteacher to increase their leadership networking opportunities, in partnership with their identified mentor.

First time Headteachers, through the recently introduced Early Headship Provision (EHP) funding, can undertake a South Gloucestershire mentoring and coaching module. South Gloucestershire has gained accreditation for its mentoring and coaching programme through HTi and SELT and is able to support the first time Headteachers in the area of mentoring and coaching, allowing the first time Headteacher to access their EHP funding for this work. The daily rate for mentor support is currently £300. It is proposed that this release/support fee will be agreed between the mentor and mentee, after liaison with the Leadership Adviser, Helean Hughes.

## The Mentor Process



Please contact Helean Hughes, Leadership Adviser at Badminton Road for further information Tel: 01454 863268 or e-mail [helean.hughes@southglos.gov.uk](mailto:helean.hughes@southglos.gov.uk)

## Headteacher Mentors 2010/11

<b>Headteacher</b>	Paul Smith
<b>School Name</b>	Almondsbury
<b>Phase</b>	Primary
<b>Size (NOR)</b>	262
<b>Personal Statement</b>	<p>I started my first headship here four years ago. The school is in a semi rural setting with 262 children. We have a great site and are currently extending the school, which will increase in size.</p> <p>I have experience in managing:</p> <ul style="list-style-type: none"><li>• Mixed aged classes</li><li>• FMSIS</li><li>• New curriculum design</li><li>• Building works</li><li>• Managing change to improve end of key stage progress and results</li><li>• Strategic development for ECM agenda (Outstanding in Ofsted)</li></ul>
<b>Headteacher</b>	Wendy Preedy
<b>School Name</b>	Bailey's Court
<b>Phase</b>	Primary
<b>Size (NOR)</b>	390
<b>Personal Statement</b>	<p>Having received excellent help when taking up headship 11 years ago, I feel I can be of use to a head who is new to the profession. I am a co-facilitator on the New Visions programme for early headship and in this role have talked through very many issues with heads who are new to the post. I am happy to support anyone in this exciting but challenging new role.</p>
<b>Headteacher</b>	Clare Whitaker
<b>School Name</b>	Bowsland Green Primary
<b>Phase</b>	Primary
<b>Size (NOR)</b>	236
<b>Personal Statement</b>	<p>I am in my second headship and have worked in two local authorities. I have led a school out of Special Measures and into 2 years of sustained progress. I have experience of raising standards through vision development, behaviour management, strategic thinking and planning and using data to directly impact on teaching and learning. I asked my School Administrator why I would be good at mentoring a new Headteacher. She said I am a good listener and a straight talker. I think it was a compliment!</p>
<b>Headteacher</b>	Julie Gardener
<b>School Name</b>	Brockridge Infant
<b>Phase</b>	Infant
<b>Size (NOR)</b>	82
<b>Personal Statement</b>	<p>I have been a substantive headteacher since 2005. Since then, I have embraced a wide range of challenges and opportunities and</p>

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have an especially good understanding of those which relate particularly to small schools.

Through listening and sharing my own experiences, I may also be able to offer support with:

- Time Management
- Self Evaluation
- School Development Planning
- Improving Standards
- Inclusion
- Performance Management
- Developing the Role of the Governing Body

I enjoy working in partnership with others to find solutions and always learn much from this process.

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**Headteacher** Chris Chrystal

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**School Name** Bromley Heath

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**Phase** Infant

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**Size (NOR)** 179

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**Personal Statement** I have experienced two infant headships in different contexts and a secondment in a large primary school. I am an active listener, reflective questioner and I believe in finding solutions. I have enjoyed the partnership and learning gained from being a HT mentor. I am a Consultant leader and have undertaken extensive training with NCSL to work with Headteachers to help them find their own solutions. As an Accredited Coach I can support colleagues in goal setting, self belief and personal, professional and school improvement.

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**Headteacher** John Ridley

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**School Name** Cadbury Heath Primary School

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**Phase** Primary

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**Size (NOR)** 261

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**Personal Statement** Although my first headship, I have now been at CHPS for over 6 years. I therefore am close enough to starting out, to (just about) remember it, but also experienced enough, to be starting to get the hang of it!

I have developed coaching to a high level within the school over the past two years and have witnessed the benefits of coaching and mentoring as a model for continued school improvement. I am keen to help others settle into their new roles as heads and to offer mentoring, coaching, support and guidance where required.

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**Headteacher** Sandra Lakeman

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**School Name** Callicroft

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**Phase** Primary

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**Size (NOR)** 329

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**Personal Statement** I have been a Headteacher since 2002 and an acting head prior to that time, I have had too much experience in too little time – but have grown through it. I feel I can offer some support in the following areas:

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- Strategic management of staff, falling role, closure, amalgamation etc.
- Working in partnership with professional associations.
- Supporting a team approach and the value of collaboration at all levels.
- Experience of strategic planning for improvement – designing and maintaining systems.

I can also offer a confidential ear and a sense of humour to support getting through when the going gets tough!

<b>Headteacher</b>	Melanie Warnes
<b>School Name</b>	Castle
<b>Phase</b>	Secondary
<b>Size (NOR)</b>	1703
<b>Personal Statement</b>	<p>I am an experienced Headteacher of two 11-18 comprehensive schools in very different contexts/needs/priorities. I am an experienced mentor. My strengths lie in:</p> <ul style="list-style-type: none"> <li>• Leadership coaching</li> <li>• Identifying practical strategies for bringing together a shared vision</li> <li>• Collaborative working to build capacity and trust</li> <li>• Identifying organisational structures that foster a learning culture.</li> </ul>
<b>Headteacher</b>	Nicola Bailey
<b>School Name</b>	Charborough Road
<b>Phase</b>	Primary
<b>Size (NOR)</b>	267
<b>Personal Statement</b>	<p>I've been a head of my current school for 8 years. My experience includes:</p> <ul style="list-style-type: none"> <li>▪ Building effective partnerships with parents;</li> <li>▪ Dealing with a variety of very tricky Personnel issues;</li> <li>▪ Inclusion: Resource Base pupils in mainstream classes; the establishment of a school Nurture Group.</li> </ul>
<b>Headteacher</b>	Jackie Le Couteur
<b>School Name</b>	Cherry Garden
<b>Phase</b>	Primary
<b>Size (NOR)</b>	180
<b>Personal Statement</b>	<p>Headteacher for 10 years, LPSH, Ofsted experience: short/one day subject inspection. Investors in People (3x) : effective, efficient, communication/self evaluation. Am a people person. 2005 Teaching Awards : Regional winner plus two Healthy Schools Awards validates commitment to PSHE. Eco school/SEAL at the heart of the school work. A good listener.</p>
<b>Headteacher</b>	Carol Lawler
<b>School Name</b>	Christ the King
<b>Phase</b>	Primary
<b>Size (NOR)</b>	143

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**Personal Statement** I am in my fourth year of my first headship. During this interesting time I have experienced: reducing budgets, falling rolls, staff reductions and changes, a capability issue and several major building projects. My voluntary aided church school has a good reputation for Inclusion. I am a good listener!

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**Headteacher** Keith Ledbury  
**School Name** Courtney Primary  
**Phase** Primary  
**Size (NOR)** 197

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**Personal Statement** I have been a Headteacher for 7 years and I have now started to act as a Mentor to 'Acting' or 'New' Headteachers, currently working with my first one and finding it a real pleasure! I have particular experience of leading a school in challenging circumstances (including being in a falling roll situation), having taken Courtney from being a Band 3 school up to Band 1. I really enjoy the personnel side of the job and this has led me to take on the role of NAHT Branch Secretary for South Gloucestershire. I also have a great deal of experience now with the Extended Schools agenda and another key area of interest for me is the work I do with Bath Spa University to support Initial Teacher Training initiatives. NPQH and New Visions etc. can give you a very good theoretical grounding for tackling Headship, but my approach as a Mentor has been to offer greater support on the practical side, giving you photocopy or electronic access to anything that I use here at Courtney which might benefit you at your school.

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**Headteacher** Valerie Quest  
**School Name** Alexander Hosea Primary  
**Phase** Primary  
**Size (NOR)** 286

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**Personal Statement** I am the Headteacher of a successful infant school. This has involved liaison with our partner junior school and addressing KS1/KS2 transition issues. I will be commencing my second headship in January 2009. I have been a mentor for first and second time heads during the past three years, which I have enjoyed greatly, regarding this as a two way process.

I am a good listener and am able to draw upon my personal experience of headship to support and develop others.

I have been successful in:

- Promoting learning across the school community
  - Strategic planning, monitoring and evaluation
  - Building effective partnerships with governors and parents
  - Leading the Cluster 1 Extended School agenda
  - Working with Deputy Heads as a facilitator.
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**Headteacher** Nicki Jones  
**School Name** Culverhill  
**Phase** Special

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<b>Size (NOR)</b>	131
<b>Personal Statement</b>	As the Headteacher of a school for pupils aged 7-16 with complex learning difficulties I can help with all aspects of SEN. I have overseen the amalgamation of two schools into one with a successful ethos and culture (IIP 2005). Having completed NPQH and New Visions, I could support new Headteachers who are working through issues arising from these programmes.
<b>Headteacher</b>	Eileen Whiting
<b>School Name</b>	Kings Forest Primary School
<b>Phase</b>	Primary
<b>Size (NOR)</b>	377
<b>Personal Statement</b>	I have experience of an Infant School with a Nursery, a school in Special Measures, amalgamation of two Primary schools and the management of a new build. I am very interested in working with an effective team and managing finance. I feel that these are my strengths but am happy to support in any capacity through mutual discussion of current issues.
<b>Headteacher</b>	Jan Isaac
<b>School Name</b>	Emersons Green
<b>Phase</b>	Primary
<b>Size (NOR)</b>	210
<b>Personal Statement</b>	I have been a HT for 14 years and am in my second headship. I am an NPQH coach which helps me focus on and think about skills and attributes of HTs. As a HT coach and mentor I enjoy the partnership and learning gained from continued relationships. I am an NCSL consultant leader and International facilitator.
<b>Headteacher</b>	Sandra Allen
<b>School Name</b>	Frenchay
<b>Phase</b>	Primary
<b>Size (NOR)</b>	117
<b>Personal Statement</b>	During my time as Headteacher I have met many challenges and feel I can offer a supportive role to a new head. I am a good listener and believe in working together to find solutions to problems. I would be happy to assist anyone in this exciting role and feel I could offer support in: <ul style="list-style-type: none"> <li>▪ Developing middle management capacity</li> <li>▪ Personnel issues (including capability)</li> <li>▪ Self-evaluation/School development</li> <li>▪ Monitoring SDP</li> <li>▪ Team building</li> </ul>
<b>Headteacher</b>	Clive Riches
<b>School Name</b>	Gillingstool
<b>Phase</b>	Primary
<b>Size (NOR)</b>	153
<b>Personal Statement</b>	I am in my third year of headship since moving to South Gloucestershire after a year as an acting Headteacher. I would

	welcome the opportunity to share ideas on: <ul style="list-style-type: none"> <li>• Starting as a HT in a new Authority</li> <li>• Challenges of early headship</li> <li>• SEN and Inclusion</li> <li>• Coping with challenging circumstances</li> </ul>
<b>Headteacher</b>	Peggy Farrington
<b>School Name</b>	Hanham High
<b>Phase</b>	Secondary
<b>Size (NOR)</b>	988
<b>Personal Statement</b>	I have skills in 'turning a school around', budget management, raising achievement, improving standards of teaching and learning, governance etc. I widely recall my own learning experiences on taking up Headship and can support a colleague in avoiding pitfalls and achieving success.
<b>Headteacher</b>	Jane Johns
<b>School Name</b>	Holy Trinity
<b>Phase</b>	Primary
<b>Size (NOR)</b>	198
<b>Personal Statement</b>	I am an experienced head with 8 years of very varied learning opportunities in a primary school. I can offer support based upon real experience, including leading rapid school improvement, team building and finding solutions to problems. I have really valued the support and understanding of colleagues and believe in the strength that can be gained through working together – would be pleased to offer this to others.
<b>Headteacher</b>	Angela Greenwood
<b>School Name</b>	Little Stoke
<b>Phase</b>	Primary
<b>Size (NOR)</b>	260
<b>Personal Statement</b>	I am in my second full headship having also been an acting head of a primary school. First headship of a junior school with poor achievement and behaviour which was turned around during the time I was head. Time spent carrying out case study research in a number of schools nationally as part of the DfES 'Effective Professional Learning Communities' project. Experience in managing amalgamation, falling rolls and redundancy. Experience of co-ordinating international school partnership projects.
<b>Headteacher</b>	Don Sibley
<b>School Name</b>	Longwell Green
<b>Phase</b>	Primary
<b>Size (NOR)</b>	402
<b>Personal Statement</b>	I am now in my second headship, I am experienced in both mentoring and coaching colleagues and have also competed the NCSL Development Programme for Consultant Leadership. My professional interests currently are: <ul style="list-style-type: none"> <li>▪ Embedding school development in the content of whole school</li> </ul>

	<ul style="list-style-type: none"> <li>values</li> <li>▪ Sustainability</li> <li>▪ Well-being</li> <li>▪ Cross-curricular learning opportunities</li> <li>▪ Children developing through self chosen learning activities</li> </ul>
<b>Headteacher</b>	Hilary Eade
<b>School Name</b>	Manor
<b>Phase</b>	Primary
<b>Size (NOR)</b>	200
<b>Personal Statement</b>	I have been a Headteacher since 2001. During this time I have experienced many highs and lows but always tackle issues with a positive attitude. I believe in the strength of a team approach and recognise the importance of support networks as Headship can be such a lonely occupation at times!
<b>Headteacher</b>	Angela Evans
<b>School Name</b>	Manorbrook
<b>Phase</b>	Primary
<b>Size (NOR)</b>	180
<b>Personal Statement</b>	<p>I have been a Headteacher since 1997. Initially I was Head of a village primary school in Gloucestershire and am in my second headship at Manorbrook Primary School in Thornbury. I have been here for six years.</p> <p>Experience of:</p> <ul style="list-style-type: none"> <li>▪ School Improvement planning</li> <li>▪ Staffing issues</li> <li>▪ Improving use of school grounds</li> <li>▪ Subject leader development</li> <li>▪ Investors in People, Healthy Schools</li> </ul>
<b>Headteacher</b>	Jon Barr
<b>School Name</b>	Meadowbrook Primary School
<b>Phase</b>	Primary
<b>Size (NOR)</b>	394
<b>Personal Statement</b>	I am in my eighth year of headship. Meadowbrook is my second headship and I have been here since September 2007. I have experience in a range of schools, from the suburbs and inner city of Bristol, villages in South Gloucestershire and now the town of Bradley Stoke. My particular areas of interest are building learning communities and networks and sustainable distributed leadership. I work as a School Improvement Partner in South Gloucestershire.
<b>Headteacher</b>	Paul Casson
<b>School Name</b>	New Siblands
<b>Phase</b>	Primary/Secondary Special
<b>Size (NOR)</b>	57
<b>Personal Statement</b>	Issues related to interpersonal dimensions – individualisation – inclusion – general experience of LEA structures – working with parents who are in difficult circumstances – SEN issues.

<b>Headteacher</b>	Mark Dee
<b>School Name</b>	The Park
<b>Phase</b>	Primary
<b>Size (NOR)</b>	533
<b>Personal Statement</b>	Currently in second substantive headship plus experience of seconded advisory headship. Particular interest in schools in challenging circumstances and the development of leadership and learning.
<b>Headteacher</b>	Tony Cooper
<b>School Name</b>	St Chad's Patchway
<b>Phase</b>	Primary
<b>Size (NOR)</b>	171
<b>Personal Statement</b>	Having taught in all phases of Education, my particular interests lie in creative approaches to teaching and learning and to creative aspects of leadership and management. The promotion of the Arts within the curriculum is at the heart of my teaching philosophy and I am also interested in thinking skills.
<b>Headteacher</b>	Esther Saunders
<b>School Name</b>	St Andrew's Primary
<b>Phase</b>	Primary
<b>Size (NOR)</b>	43
<b>Personal Statement</b>	I have been Head of a small school for ten years, experiencing many challenges and successes. I would willingly offer support, advice and encouragement to any other Head as I really enjoy my job.
<b>Headteacher</b>	Peter Upton
<b>School Name</b>	St Augustine's
<b>Phase</b>	Primary
<b>Size (NOR)</b>	290
<b>Personal Statement</b>	12 years Headship of this Catholic School. I was also seconded by the Diocese to a School in "serious weaknesses". Successes : <ul style="list-style-type: none"> <li>• Creation of a very strong School ethos and an equally strong family/community spirit.</li> <li>• Improvement of the Schools Physical Environment (involving many bids and grants).</li> </ul> Personal Skills: <ul style="list-style-type: none"> <li>• Listening</li> <li>• Enabling</li> <li>• Empowering</li> </ul> Encouraging
<b>Headteacher</b>	Mary Baskerville
<b>School Name</b>	St Mary's, Yate

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**Phase** Primary

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**Size (NOR)** 309

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**Personal Statement** I am currently enjoying my second headship at St Mary's, Yate and was previously a Headteacher of a successful small, rural primary school. I have experience of working alongside schools on issues such as school improvement and developing the role of the subject leader. I am forward thinking and motivated and I believe I have the courage, resilience and capacity to allow those working within the school to work positively towards change.

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**Headteacher** Mark Freeman

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**School Name** St Michael's, Stoke Gifford

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**Phase** Primary

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**Size (NOR)** 565

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**Personal Statement** I have been a headteacher for 10 years; this is my second headship. I have particular interests in the following areas:

- Budgeting and finance
- Monitoring and evaluation
- Building leadership teams and coaching
- Effective time management
- The creative curriculum
- Links with parents
- Creative use of ICT

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**Headteacher** Adrian Vye

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**School Name** St Michael's, Winterbourne

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**Phase** Primary

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**Size (NOR)** 178

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**Personal Statement** I have been a head for five years now and learnt a lot in that time. I can still remember the first year was very busy and at times bewildering. Having someone you can talk to in confidence, ask advice or just someone to sign post where to go is invaluable and saves a lot of time. There will be problems but none are insurmountable with help. Also it is good to have someone to flag up successes and achievements. I hope I can offer this support to any other Headteachers starting their careers as it is an extremely rewarding job.

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**Headteacher** Julian Clements

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**School Name** St Paul's

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**Phase** Primary

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**Size (NOR)** 190

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**Personal Statement** With ten years experience as a head of a faith based school, I have dealt with issues regarding school growth, attainment, EAL provision as well as the mundane. Relationships are the key to success both inside and outside the classroom as long as the vision is shared!

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**Headteacher** Richard Clark

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**School Name** Stoke Lodge

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<b>Phase</b>	Primary
<b>Size (NOR)</b>	353
<b>Personal Statement</b>	<p>One area of leadership I most enjoy is supporting and coaching new emerging leaders based on:</p> <ul style="list-style-type: none"> <li>• Personal and shared values</li> <li>• Innovative, creative thinking and</li> <li>• A real desire to see all students achieve.</li> </ul>
<b>Headteacher</b>	Mark Toogood
<b>School Name</b>	Trinity
<b>Phase</b>	Primary
<b>Size (NOR)</b>	139
<b>Personal Statement</b>	<p>I have had experience of making the transition from DHT to HT within the same school which has pros and cons. Other successful areas:</p> <ul style="list-style-type: none"> <li>• Time management strategies</li> <li>• Organisation of subject leader monitoring</li> <li>• Creation of a vision and strategic plan</li> <li>• Performance management processes</li> <li>• Inclusion for all staff in decision making.</li> </ul>
<b>Headteacher</b>	Chris Dursley
<b>School Name</b>	Wheatfield Primary
<b>Phase</b>	Primary
<b>Size (NOR)</b>	403
<b>Personal Statement</b>	<p>Despite having been a head for 18 years, I still get a tremendous 'buzz' from what I consider to be a very privileged role!! My second headship has involved setting up a new school, which has been a challenging but amazing experience!!</p> <p>I have mentored several new head teachers, one a past member of staff! I firmly believe that mentoring is about building a mutually beneficial, professional, learning partnership based upon trust.</p>
<b>Headteacher</b>	Rob Gibson
<b>School Name</b>	The Ridings High School
<b>Phase</b>	Secondary
<b>Size (NOR)</b>	1857
<b>Personal Statement</b>	<p>In the process of writing 3 booklets to support NPQH/Senior Management</p> <ul style="list-style-type: none"> <li>• School Leadership</li> <li>• Financial Management</li> <li>• School Improvement Planning</li> <li>• The School Leadership booklet is close to completion (is being road tested).</li> </ul>

**Headteachers wishing to provide general support usually through a telephone conversation or informal networking:-**

<b>Headteacher</b>	<b>School</b>
Barbara Fox	Barrs Court Primary
Sandra Lakeman	Callicroft Primary
Jackie Le Couteur	Cherry Garden Primary
Alex Wilkinson	Christ Church Junior
Carol Lawler	Christ the King Primary
Nicola Jones	Culverhill
Keith Tinline-Purvis	St Peter's Primary
Angela Greenwood	Little Stoke Primary
Hilary Eade	The Manor Primary
Angela Evans	Manorbrook Primary
Esther Saunders	St Andrew's Primary
Richard Clark	Stoke Lodge Primary
Chris Dursley	Wheatfield Primary

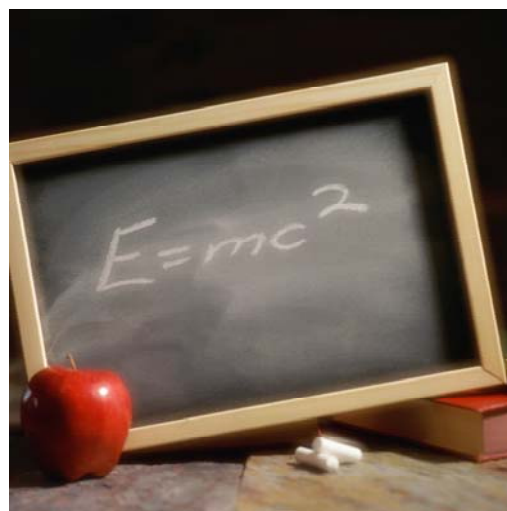
## 2. Accredited Coaches

Headteacher	School
Chris Chrystal	Bromley Heath Infant School
John Ridley	Cadbury Heath Primary School
Jan Isaac	Emersons Green Primary School
Maggie Cook	External SIP (ex-Head of Pucklechurch Primary)
Jon Barr	Meadowbrook Primary School
Mark Freeman	St Michael's Primary School, Stoke Gifford
Melanie Warnes	The Castle School
Hilary Eade	The Manor Primary School
Chris Dursley	Wheatfield Primary School

When the need for additional coaching leadership support is identified, a Headteacher or Senior Manager may be used to work with the school for a specified length of time as a coach, in order to secure defined improvements related to their particular expertise and experience.

### Areas of Support available from the coaches:-

- Assessment and tracking children's progress / target setting
- Budgets
- Competency
- Financial management
- Improving teachers' performance
- Leading Headteacher for Literacy
- Learning to Learn
- Management of staff
- Management of teaching staff and teaching assistants
- Managing change in school judged to be under-performing
- Managing all special needs work
  
- Managing and implementing new initiatives (Leading maths teacher when NNS introduced)
- Mentor to TAs on special needs courses
- Monitoring and evaluation



- Monitoring and tracking of teaching and learning
- NQT and student teacher mentoring
- Numeracy
- Performance management
- Providing a broad and balanced curriculum
- Pupil Voice Development
- Raising children's attainment
- Raising standards
- Seconded advisory Headteacher for school in special measures
- SEN
- Staff development
- Student teacher mentoring
- Tracking
- Using data for target setting and performance management
- Using to target groups of pupils
- Whole school pupil assessment
- Working with the Governing Body
- Working with Parents

If a Headteacher / School wishes to utilise coaching support from the above areas of expertise, please make contact with Helean Hughes 01454 863268 or e-mail [helean.hughes@southglos.gov.uk](mailto:helean.hughes@southglos.gov.uk) to agree an appropriate support timetable and fee for the support.