**John Yates International (JYI)**

**Hounslow School Leadership Cluster Programme 2021/22**

**Led by Dr John Yates**

The six-session cluster leadership programme for the senior teams of Hounslow primary schools has been very well received for the decade in which it has been running. Before the Covid-19 outbreak, the sessions would bring the senior teams of up to 25 schools together (normally at the Lensbury Club in Teddington). However, because of the pandemic the half-day sessions this current school year are in the form of online webinars.

The purpose of the sessions has always been to provide senior teams with high quality strategic thinking time which is consistent with the underlying theme of ‘**getting ahead and staying ahead**’. Given the nature of this year’s challenges the initial sessions focused on survival – how to ensure the immediate and short-term challenges could be best met. The remaining sessions for this school year have been to start focusing on the longer-term priorities to ensure that schools in the post-pandemic world will prepare children even more effectively for life in a changing and increasingly challenging world.

The 2021/22 programme starting in September will build on the work done this year. In addition to keeping participants up to date with key national developments, the focus will be on ensuring schools make the most of this rare opportunity to take the initiative and prioritise the developments which the profession know to be right as we prepare children not only for the next phase of education but also for life.

The developments include:

* building a curriculum that will equip children for life
* becoming an even stronger values-led school
* taking the personal development of pupils to a deeper level
* shaping teaching and learning in readiness for the future
* maximising the job satisfaction and fulfilment of the workforce

In addition, the ongoing focus on strengthening school-wide leadership, school/Trust-wide teamwork and partnership working will remain a priority.

The **online** sessions will be **3.5 hours** in length and available for viewing over a **ten-day** period. The fee per session per school will be circa **£150**. Schools wishing to participate in the 2021/22 programme starting in September will need to **sign-up by Friday 30 April 2021**. Intake will be limited to **22 schools** with places allocated on a first come first served basis.

**Building a better world: supporting school-wide school improvement**

**Proposed new programme structure for 2021/22**

There is a growing recognition by schools that the pandemic provides an opportunity to challenge the status quo and usher in change that lasts and reflects what good leaders and teachers know to be right. It is a good time to focus even more strongly on what we know really matters as we prepare children for life in an increasingly complex world and to maximise the opportunities for change, including radical change, in those areas where schools enjoy the greatest autonomy in relation to both what and how they do things.

As we do this and play our part in ‘building a better world” there is also an opportunity for the work you do with John Yates to be delivered in a way which builds on the current successful cluster work with senior leadership teams by involving other key leaders and greater numbers of the workforce. This wider engagement will build momentum enabling the delivery of the key strategic priorities for improvement and change to be achieved more easily.

**Proposed way forward:**

The 2021/22 programme led by John Yates will be based around the half-termly 3.5-hour sessions as now with all members of the SLT viewing the webinars as a team in school. In addition, however, John is also offering (if there is sufficient support) two new additional opportunities for building the engagement of staff and the momentum of the change process.

* **New!** Given the half-termly webinar sessions for senior leadership teams which John leads will be available for a 10-day period it should also be feasible – with good forward planning - for an additional viewing for team leaders to take place during this period (with discussion facilitated by a member of the senior team who had attended the webinar for the senior team a few days earlier)
* **New!** John will prepare a termly 45-minute session for viewing by staff as a basis for ensuring the five key strategic priorities are kept fresh in the minds of the workforce. These sessions will be consistent with John’s usual approach of input followed by opportunities for sharply focussed discussion.

**Note:** There will be no extra charges for schools for the inclusion of these two new developments. The additional costs will be absorbed in the current charge per school per session.

 **John Yates**