

# @TeacherToolkit

by



## is setting up...

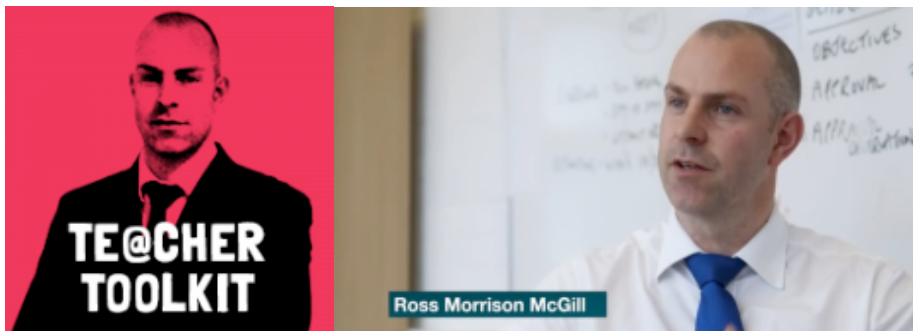


Loading...

by



# Hidden Leadership.

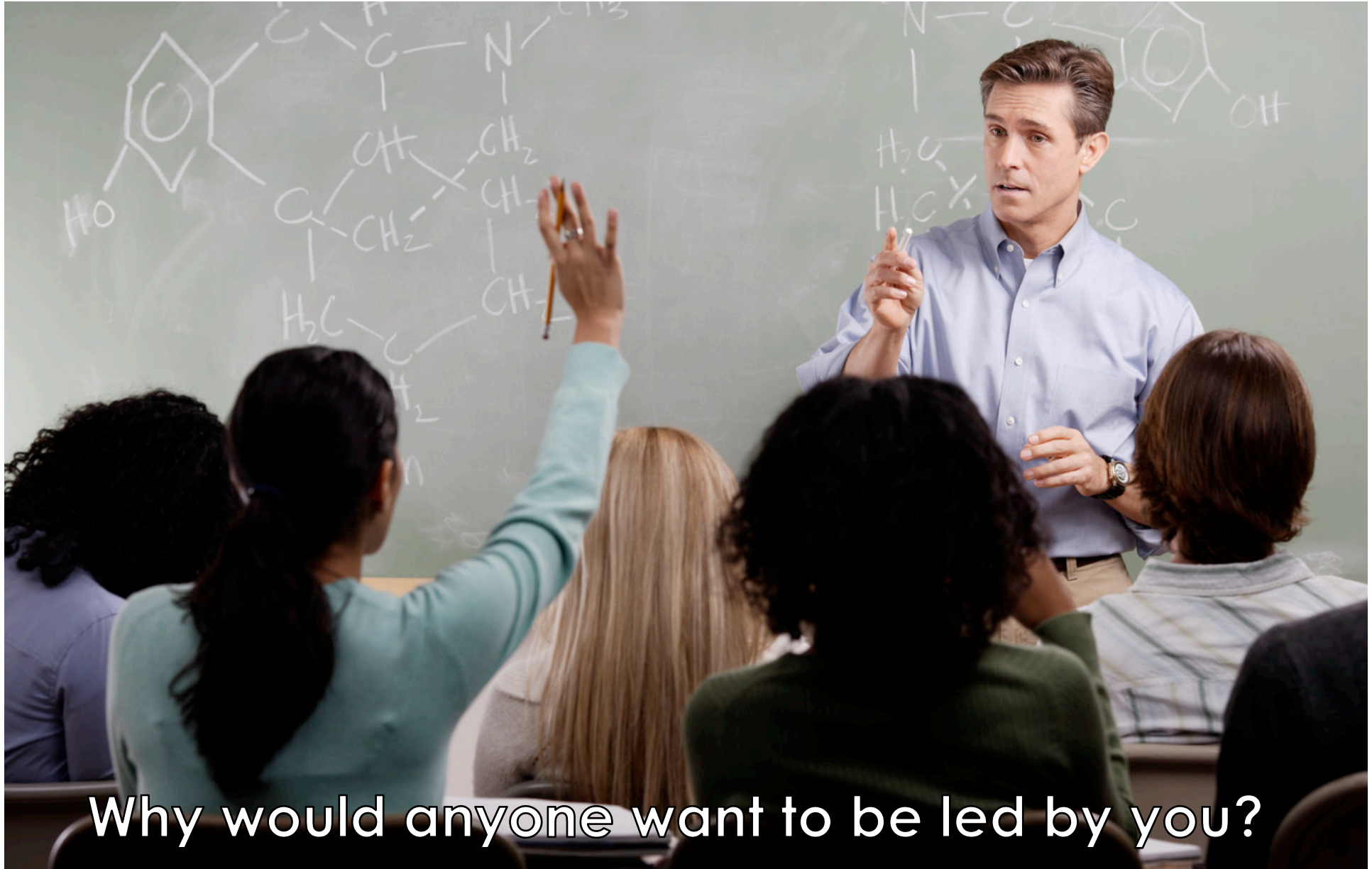


by **Ross M. McGill**  
Deputy Headteacher

**@TeacherToolkit**  
**[www.TeacherToolkit.me](http://www.TeacherToolkit.me)**

# Start thinking ...

by



Why would anyone want to be led by you?

# Fingertips ready?

by



*It's rude not to tweet during my presentation ...*

@TeacherToolkit

#TMEenfield





by



# Straw poll ...

Photo credit: [www.memphisflyer.com](http://www.memphisflyer.com)

by



# Stand up!



by



# How can you spot those who are **NOT YET** leaders?



by



# Sit down if ...



# Sit down if ...

by



1. You are a headteacher.
2. You are a senior teacher.
3. You lead your own business.
4. You are not a teacher, but an educator.
5. You are a head of department / head of year.
6. You have a TLR e.g. middle leader.
7. You have Teaching and Learning in your job title?
8. **Who is left?**

**The classroom teacher.**



by



Not **every** teacher  
wants to be a leader.





by



**But, there are many  
hidden leaders within schools.**

**Sometimes they can be hard to find ...**



by



**Leadership: many features of the role go **unexamined**, often because the most challenging facets are **unknown quantities**.**

by



- 1. Managing difficult conversations**
  - 2. Conducting disciplinarys**
  - 3. Last to leave**
  - 4. Maintaining confidentiality**
  - 5. Listening before acting**
  - 6. Support and challenge**
- and so on ...**

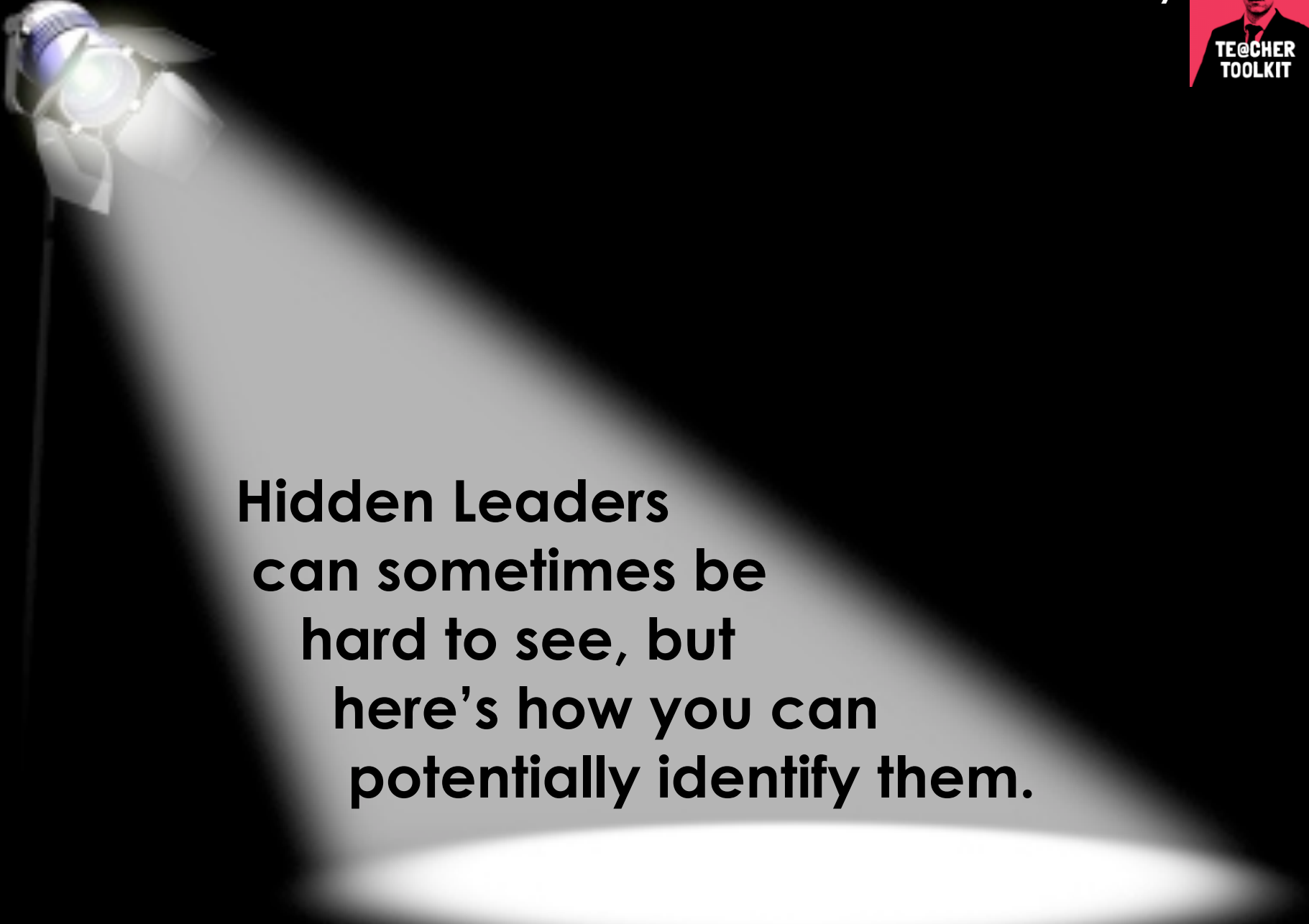


by



**There is not much said about  
good leadership that is **unseen**.**

by

A large, soft spotlight beam originates from a stage light in the top left corner, casting a wide, bright white cone of light across the dark background. The text is centered within this beam.

**Hidden Leaders  
can sometimes be  
hard to see, but  
here's how you can  
potentially identify them.**

by



# 1. Hidden leaders notice **everything**.

**They notice things about the people they are working with, about what's going on in their lives. They see increased workload, pending deadlines or something as simple as the needs of a staff member hobbling around on crutches.**





by



## 2. Hidden leaders say **hello** and **goodbye**.

They know everybody's name; the person who cleans your classroom or office, the part-time peripatetic teacher or the new student on a managed move.



by



3. Hidden leaders are **driven by** the needs of **students**.

They do not accept excuses with all discussions are open, albeit in private if necessary.



by



## 4. Hidden leaders **love** what they do.

- high levels of energy.
- relentless in their pursuit of high standards.
- they stop and have a laugh.
- they build relationships
- they command respect.



by



**5. Hidden leadership enables colleagues to **find solutions** and make informed decisions.**

**These leaders hold no-nonsense conversations, cutting right through any waffle.**



by



## 6. Hidden leaders **hold themselves to account.**

They may do this privately, yet are inclusive of their appraisers and their views.

They are highly reflective and embrace change, not for change's sake, but to encourage future leaders to take up the mantle.



by



## 7. Hidden leaders and their **influence on students** are far-reaching.

They may not work in classrooms as much as they want to, but their effect on students is widespread.





by



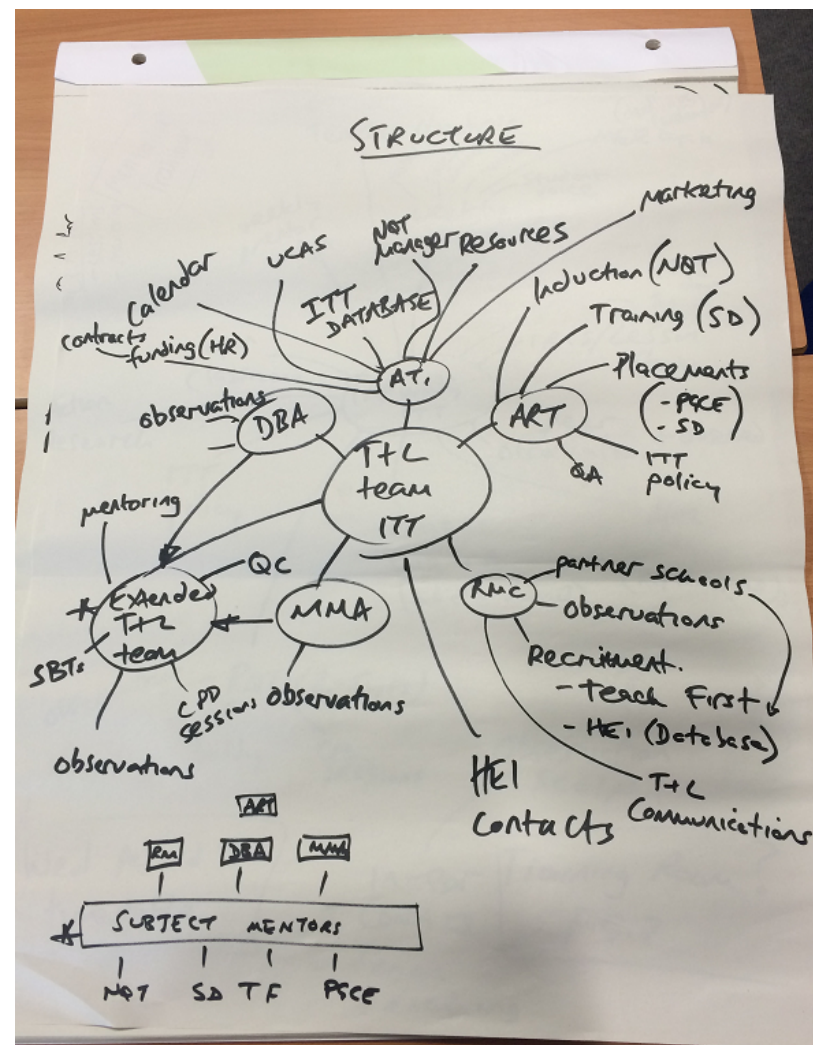
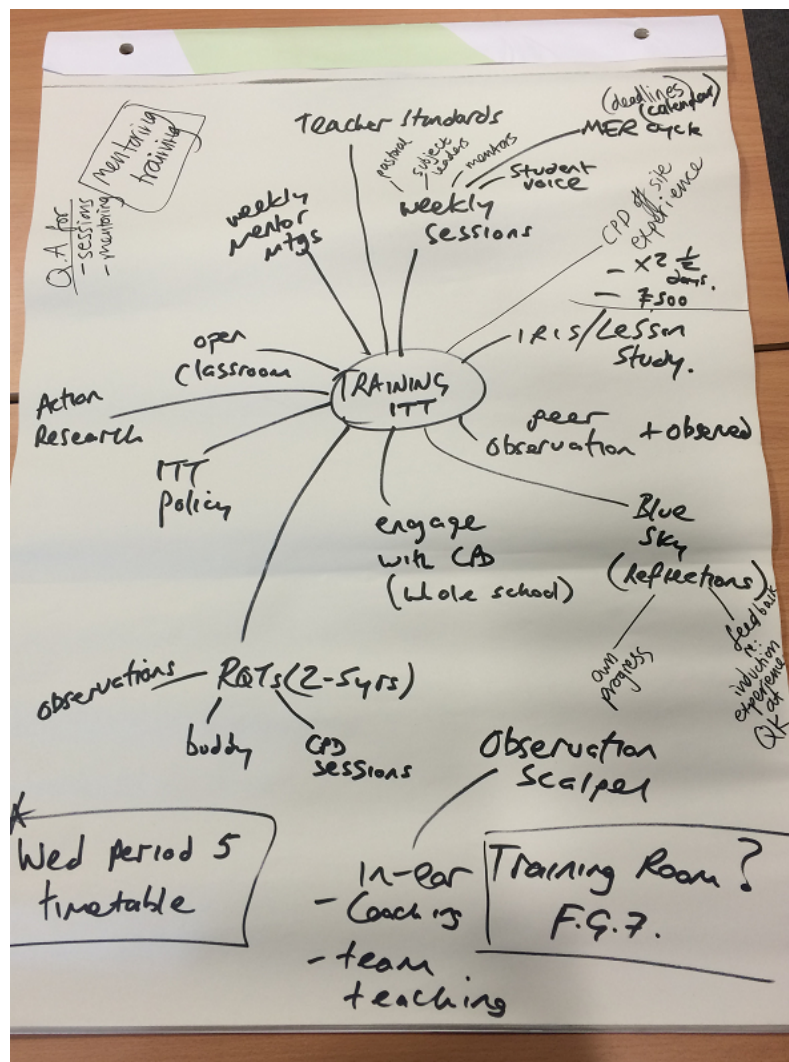
**8. They share a **clear** vision.**

**And yet, despite less contact time,  
they are comfortable working with the  
stubborn squad!**

by



# Brainstorming ITT and T&L

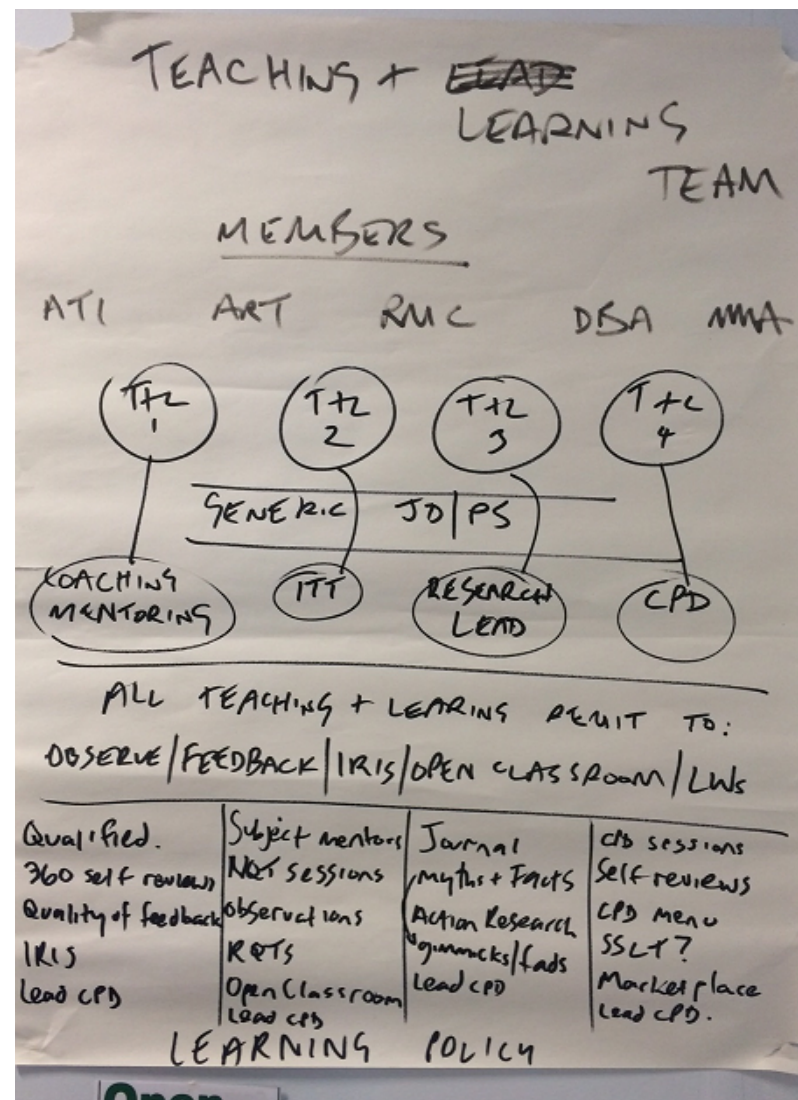
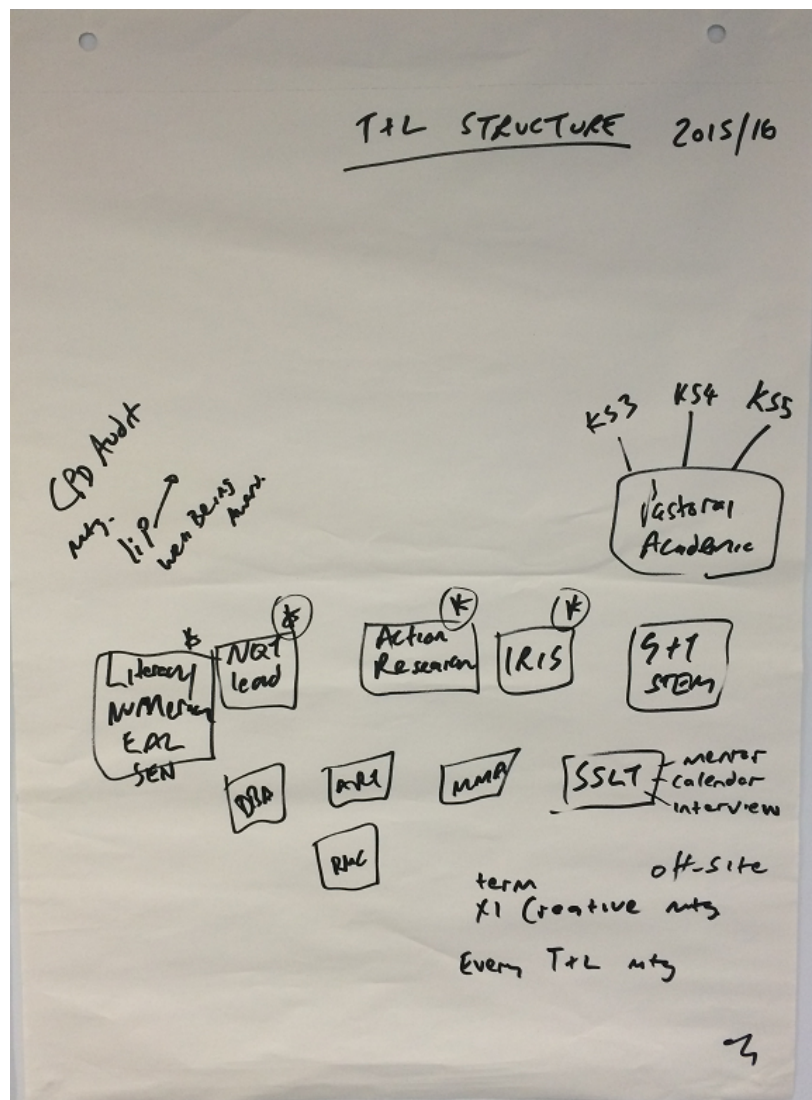




by



# T&L staffing structure



by



# New job descriptions 2015/16



## JOB DESCRIPTION

<b>POSITION:</b>	Teaching and Learning Team Member
<b>REPORTS TO:</b>	SLT line manager
<b>Responsible For:</b>	Teaching and Learning practice and professional development
<b>PAYSCALE:</b>	TLR3 (£1500)
<b>CONTRACT:</b>	One year fixed term

### PURPOSE OF THE JOB

- To raise standards of teaching and learning across the school.
- To support observations, CPD and action research.
- To enrich and further develop the quality of professional development across the school.

This position is an opportunity to take a lead in whole-school teaching and learning and develop your own leadership skills in observation, feedback and coaching and mentoring; as well as the professional development of others working at the forefront of academic research and national teaching pedagogy.

### Main Duties and Responsibilities

These will be allocated after appointment but could include

#### Teaching and Learning:

- To support the teaching and learning team with the quality assurance of teaching and learning across the school; to train staff to improve teaching and learning in lessons.
- To lead on Open Classroom; paired observations; triads; learning walks; IRIS Connect; feedback and relevant models of observation practice.
- To support the Initial Teacher Training needs of the school. For example, Schools Direct, Teach First, Beginning Teachers and NQTs.

#### Professional Development:

- To support and identify professional development opportunities across the school.
- To design, lead and organise CPD sessions for all staff at all levels.
- To promote action research for all staff; sharing what works and what doesn't work in the classroom.

#### General Responsibilities:

- Attend teaching and learning meetings and staff development sessions as required.
- To contribute to the quality control of all teaching and learning documentation and marketing internally/externally across the school.
- To support the school with recruitment, particularly teaching and learning requirements at interview.
- Promote excellent relationships and a positive ethos when communicating with students, staff, parents, governors and external contacts.

\*Specific responsibilities will be allocated to successful candidates.



## JOB DESCRIPTION

<b>POSITION:</b>	Extended Leadership Team member (Formerly SSLT Shadow Senior Leadership Team)
<b>REPORTS TO:</b>	Headteacher (and line managed by a Deputy Headteacher)
<b>Responsible For:</b>	Teaching and Learning practice and professional development at GK
<b>PAYSCALE:</b>	CPD investment
<b>CONTRACT:</b>	One year fixed term

### PURPOSE OF THE JOB

- To lead on a whole school initiative.
- To support the development of whole school priorities.
- To provide whole school leadership capacity.

### Main Duties and Responsibilities:

This list is not exhaustive, but includes

#### Teaching and Learning:

- To be a leader of teaching and learning and model outstanding practice.
- To develop staff and work with others across the school.
- To support and challenge others in lesson observations.

#### Professional Development:

- To successfully complete the NPQSL programme and share your work with staff.
- To design, lead and organise CPD sessions for all staff at all levels.
- To attend Extended Leadership Team member CPD sessions as required.

#### General Responsibilities:

- Attend senior leadership teams meetings, briefings and staff development sessions as required.
- To carry out duties before and after school, break and lunch where required.
- To support the school with recruitment, particularly teaching and learning requirements at interview.
- Promote excellent relationships and a positive ethos when communicating with students, staff, parents, governors and external contacts.
- Comply with and actively promote school policies.

\*Specific whole-school responsibilities will be allocated to the successful candidate.

\*\*Each member of staff will be required to complete the National Professional Qualification of Senior Leadership (NPQSL) alongside this post. The school will fund this action research, typically £1,500 p.a.

\*\*\*An external one-to-one 360 review will be offered as part of a leadership and management analysis.

by



You can **never** be prepared for leadership.

It can be discussed in theory, but nothing can ever match the practicality ...

... until it is your  
turn to step up.



The only question is ...

by



Are you **brave** enough?



by

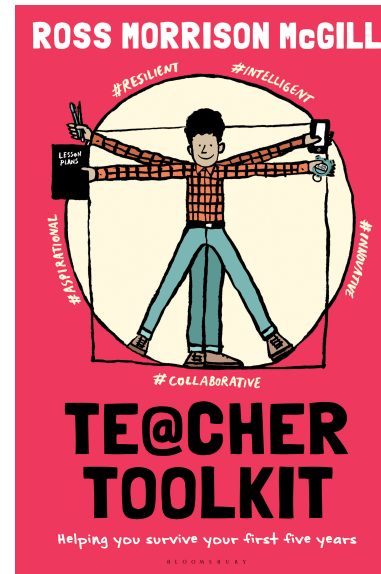
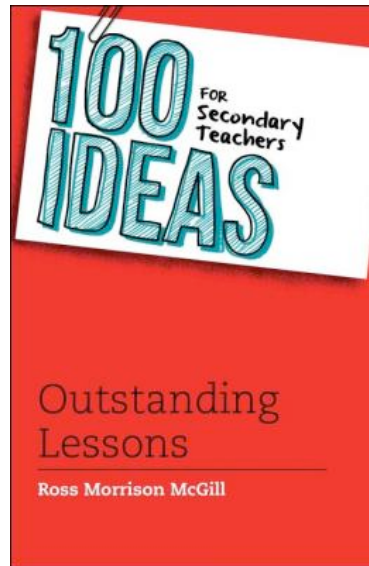


*That's all Folks!*

See **you** later...



# Thank you!



- [TeacherToolkit@me.com](mailto:TeacherToolkit@me.com)
- [@TeacherToolkit](https://twitter.com/TeacherToolkit)
- [www.TeacherToolkit.me](http://www.TeacherToolkit.me)

**End**

# Disclaimer

This slideshow has been created to be purchased online; it has been designed to be presented as a formal presentation and has not been published elsewhere.

**Thank you for purchasing this resource!**

You can find others [here](#).

**@TeacherToolkit**

([Feedback](#) appreciated)

This presentation by @TeacherToolkit ( [Ross Morrison McGill](#) ) and is licensed under a [Creative Commons Attribution-NonCommercial-NoDerivs 3.0 Unported License](#).

Based on all work published at [www.teachertoolkit.me](http://www.teachertoolkit.me)

**@TeacherToolkit Limited**

