

Oddments

QFF – *Quick Fire Feedback*: question, favourite, feeling

Bright spots – Good practice and skills of individual staff which can be shared.

Concrete, Pictorial, Abstract (CPA) approach to teaching. [Link](#)

RED TED Read every day, talk every day. [Link1](#) [Link2](#)

Children's University [Link](#)

Give visitors to your school **positive postcards** to write thoughtful feedback to the staff they interact with.

Challenge Partners [Link](#) [What does Challenge Partners do? \(video\)](#) Collaborative review of schools, including your own.

Physical literacy [Link](#) [Sustrans Active Schools](#)

Alternative Performance Management/ Appraisal system. Meet with all members of staff across a year (or two, if you have more than around fifty staff). Spend your time looking for signs that staff members are doing more or better than expected, and are going beyond their objectives, or whether they are struggling in one or more places, or running the risk of falling below expectations. Deal with things straight-away through praise (if above or beyond) or positive support, so that the annual appraisal review meeting holds no surprises, and is wholly positive.

Workload reduction toolkit [Link](#)

Have you discussed this with your governors/ trustees, who have a duty to check on workload? It's a good idea if, for a single working week, you keep a log of exactly what you are doing every two hours, on the hour (not at five minutes past or five minutes to). See what it looks like: are you getting a reasonable balance?

The headteacher sets the standard. Does the headteacher in your school watch out for the workload of staff? Do they lead by example, such as going home on time, leaving earlier once a week, making time for a hobby, sharing the load? If a new initiative is begun, is one taken away? If a middle leader is starting a new initiative, is this timetabled so teachers don't have several new things being asked of them at the same time?

Early career guidance will be published next year, and [Supporting early career teachers: reducing teacher workload](#) is already available.

With the recent news that **Humanist** weddings are the fastest-growing type of wedding in England, and already the most popular form of marriage in Scotland, you might like to look at available resources. [Humanist educational resources for schools](#)

Recommended: visit the **state primary school of the year** for 2018 (no. 8 on the 2019 list):
<http://www.st-stephens-primary.org.uk/School-of-the-Year/>

When you draw up a budget do you consider **four elements of budgeting**: finance, human resources, educational resources (including buildings and grounds) and teacher workload? This is part of the NPQ leadership curriculum, and can be a useful way to think about budgeting at every level, from Middle leaders upwards.



If you would like to book an appointment or other task in the spring term, then please get in touch.

- Head teacher performance management
- Safeguarding review
- Governance review
- Self-evaluation (SE) review
- SIDP review
- Pre-Ofsted checks and 'mock inspection'
- Training, staff meeting input, etc.
- Leadership development
- School improvement
- Etc.

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