

ECM Leadership Partner and HTPM

2023/24

Are you looking for a SIP or new School Improvement Partner for 2023-2024?

Leadership Partners available for school visits and HTPM now.



Telephone: 07401 990093

Email: bookings@ecm-educationconsultants.co.uk
www.ecm-education.co.uk

ECM Education currently provides a full range of support services for schools locally, nationally, and internationally.

ECM understands that effective school leadership is critical in improving educational outcomes, promoting high expectations and meeting the rigorous demands of Ofsted and the DfE. Our Leadership Partners support and strengthen leadership at all levels, empowering headteachers, governors and senior leaders to build leadership capacity, deliver whole-school improvement, secure better teaching and learning, and manage complex organisations more effectively.

Leadership Partners

An ECM Leadership Partner can work alongside school leaders and staff to provide a wide range of bespoke guidance, support, coaching and training opportunities. ECM Leadership Partners will work with leaders to identify the school's needs and implement strategies to improve school effectiveness and pupil outcomes.

ECM can work with schools to co-design a single consultancy day to address a specific need e.g., support with writing part of the school's self-evaluation summary or can build a package of Leadership Partner days for the school across the year. The focus for each visit is based around the school's identified needs and can include external validation of the school's improvement work.

We can provide support in ways that suit you. We offer:

- Full day support - 6 hours in school or 5 hours in school and a Note of Visit, recording strengths and areas for development
- Half day support in school - 3 hours
- We also offer a detailed report with your judgements validated as well as a shorter Note of Visit

Our consultants can also support governors and headteachers in applying their appraisal systems effectively. Our consultants can support all staff members meeting your school's individual needs.

We can provide INSET days, twilight sessions and staff meetings as well as reviews and SES writing support.

We are keen to provide the support necessary for schools to provide the best outcomes for pupils.



Example report format



ECM Leadership Partner Note of Visit
(Insert School Name)

Headteacher: Anon		Date of visit: 1/1/2022	
School email address: xxxxxxxxxxxxxxxxx		Governors: N/A	
ECM Leadership Partner: A. NON			
Triangulation of actions taken as part of support and challenge, including Deep Dive activities			
Analysis of: IDSR / SPS / Last inspection report / Self-Evaluation Summary (SES / SEF) / School Impact Plan (SIP / SDP) / Other reports e.g. LA, ECM & Diocese / School website internal school data (which may not be looked at in inspection)		Monitoring of: Curriculum overall including specific subjects / Deep Dive in xxx/ Pupils' workbooks / Teachers' planning / Learning walk / Observations of learning/ School monitoring documents/ HTPM / Actions from previous visits	Discussion with: Headteacher / Principal / Governors/ Senior leaders / Middle leaders / Teachers / Teaching assistants / Office staff / Pupils
Date of next visit: • 25/3/22	Future dates agreed for 2021/2022 • 6/6/22	ECM to contact school about the following services: Curriculum Reviews, Middle Leader Reviews, Early Years Reviews, ROSE, EOSE. <i>Delete as appropriate.</i>	
Summary note of visit:			
<p>Strengths: All previous actions have been addressed.</p> <p>This was the first face to face on site visit since the national lockdowns and it was a pleasure to catch up with everyone at school. Thank you for making me feel so welcome again and getting the chance to see the school in action and to meet Governors also.</p> <p>The Headteacher is an insightful and excellent leader. Staff and pupil well-being are at the heart of everything she does, and she has managed the entire Covid situation with empathy and professionalism. The Headteacher delivers clear messages to all staff that high quality teaching and learning is the norm within xxx Primary and high expectations must be evident in every class. This could clearly be seen during the learning walk around school.</p> <p>The Headteacher has rigorously and accurately self-evaluated school's current position. Judgements within the SEF are based on factual evidence and outcomes and next steps are explicit in identifying what all leaders will be doing to improve standards and well-being for pupils.</p> <p>All stakeholders, including senior leaders, governors, teachers, children and parents are wholeheartedly in agreement that reading enjoys a high profile in the school. The school never rests on its laurels and the further development of reading is always an area of continued focus. Just this year, the school has introduced a new phonics scheme, and further enhanced reading resources and books. The school has invested in decodable books which specifically match the sounds the children are working on to support them in building their confidence and fluency.</p> <p>There is a commitment to ensuring that all children will learn to read, the very few children who have not yet passed the phonics screening check are rigorously tracked and monitored, and high-quality support and interventions are put in place.</p> <p>The website meets all statutory requirements and gives an engaging and informative insight and window into the school.</p>			
Recommendations agreed:			
<ul style="list-style-type: none"> • Update Early Years SES and Impact Plan • Subject leaders to monitor workbooks to make sure standards and evidence continues to demonstrate the expectations of school are met consistently in all subjects in all classes • Subject leaders to maintain an ambitious curriculum for all with a specific focus on securing improvements and monitoring pupil outcomes in the quality of teaching and its impact on learning 			

Who are the consultants that we use as Leadership Partners?

We have a wide range of experienced consultants who we can match to the specific needs of your school. Consultants may be current or recently serving headteachers, current or recently serving inspectors, and specialists in particular fields of education.

Please find below a summary of our Leadership Partners' experience. For further information about each Partner please click on their name.

	EYFS experience	KS1 experience	KS2 experience	KS3-5 experience	Inspection experience	CEO experience	MAT experience	Serving headteacher	HTPM
Paul Ackers		✓	✓					✓	✓
Vicky Atherton				✓	✓		✓		✓
Cassie Blackwood	✓	✓	✓		✓				✓
Paul Buckland				✓	✓				✓
Lynn Clark	✓	✓	✓					✓	✓
Gaynor Crute	✓	✓	✓	✓	✓	✓	✓		✓
Mike Dixon		✓	✓		✓			✓	✓
Simon Dyson	✓	✓	✓		✓		✓	✓	✓
Lesley Else	✓	✓	✓		✓		✓		✓
Elisabeth Fenwick	✓	✓	✓		✓		✓		✓
Schelene Ferris	✓	✓	✓	✓	✓	✓	✓		✓
Ann Flannery	✓	✓	✓					✓	✓



Education

Getting a job done

	EYFS experience	KS1 experience	KS2 experience	KS3-5 experience	Inspection experience	CEO experience	MAT experience	Serving headteacher	HTPM
Neil Flint	✓	✓	✓						✓
Stephen Gallagher	✓	✓	✓				✓	✓	✓
Jim Garbutt				✓	✓				✓
Michael Gaskill	✓	✓	✓		✓		✓		✓
Daniel Gauld		✓	✓					✓	✓
Nicola Goulding	✓	✓	✓				✓		✓
Vicki Guest	✓	✓	✓					✓	✓
Katie Hague	✓	✓	✓					✓	✓
Tim Hayward	✓	✓	✓	✓			✓		✓
Lisa Hesmondhalgh	✓	✓	✓		✓		✓		✓
Nichola Hill	✓	✓	✓					✓	✓
Chris Howarth		✓	✓					✓	✓
Kate Hurley	Independent school	Independent school	Independent school		Independent school				
Diane Jeffries		✓	✓					✓	✓
Jo Lindon	✓	✓	✓					✓	✓
James Marsh	✓	✓	✓		✓				✓
Collette Mather	✓	✓	✓		✓		✓	✓	✓
Jayne McCallum		✓	✓	✓		✓	✓	✓	✓
Mylene McGuire	✓	✓	✓				✓	✓	✓



Education

Getting a job done

	EYFS experience	KS1 experience	KS2 experience	KS3-5 experience	Inspection experience	CEO experience	MAT experience	Serving headteacher	HTPM
Helen McGrath	✓	✓	✓					✓	✓
Robbie McGrath	✓	✓	✓					✓	✓
Jim McGrath				✓	✓				✓
Gena Merrett	✓	✓	✓	✓	✓	✓	✓		✓
Shaun Miles	✓	✓	✓					✓	✓
Kevan Naughton	✓	✓	✓				✓	✓	✓
Tim Nelson	✓	✓	✓		✓	✓	✓	✓	✓
Elizabeth Pearce	✓	✓	✓				✓	✓	✓
Craig Richardson	✓	✓	✓		✓		✓		✓
Michelle Ridsdale	✓	✓	✓			✓	✓		✓
Jill Robertson	✓	✓	✓					✓	✓
Ian Shackleton	✓	✓	✓		✓			✓	✓
Halina Sikaborofi		✓	✓						✓
Gillian Talbot	✓	✓	✓				✓	✓	✓
Liam Trippier	✓	✓	✓		✓	✓	✓	✓	✓
Phill Walmsley				✓					
Wendy Wheldon	✓	✓	✓				✓		✓
Sue Whitfield	✓	✓	✓						✓

Leadership Partner Support

Type of Support	Face to Face RRP (+ VAT + mileage)	Online Live Support (+ VAT No Mileage)
1 LP day in school (6 hours) – no Note of visit (NOV)	£650	£650
1 LP day in school (6 hours) + Note of Visit (NOV)	£800	£800
5 hrs LP in school + Note of Visit (NOV)	£650	£650
½ day LP in school (3 hours) – no Note of Visit (NOV)	£350	£350
½ day LP in school (3 hours) + Note of Visit (NOV)	£500	£500
Record of Visit (3 hours)	£300	£300
Note of Visit (1-page summary of strengths and areas for development -1 hour)	£150	£150
Type of Support	Face to Face RRP (+ VAT)	Online Live Support (+ VAT)
Additional Hourly Charge	£120	£120

Leadership Partner Support will include up to an hour's preparation

ECM Headteacher Performance Management

Headteacher Performance Management - 4-hour process

ECM Leadership Partner schools already use ECM for Headteacher Performance Management.

HTPM is available to all schools even if you are new to ECM or don't use us as your Leadership Partner.

We provide:

Independent external advice for members of the governing board when completing the headteacher performance management process.

Our service includes:

- A focused programme which is based on your school's needs
- All paperwork and guidance material
- Advice on the requirements for headteacher performance management
- Support for using the correct professional standards
- Ensuring that governors and headteachers are aware of their roles in the process
- Support for governors in evaluating headteacher performance
- Advice on setting objectives taking into account school data on performance as well as your self-evaluation
- Completion of all documents following the formal process

Type of Support	Face to Face RRP (+ VAT + mileage)	Online Live Support (+ VAT- no mileage)
Independent external advice for members of the governing board when completing the headteacher performance management process 4-hour process includes prep and report	£425	£425
Half day mid-year review of objectives with governors and external advisor (3 hours)	£350	£350

For further details please contact us
07401 990093
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www.ecm-educationconsultants.co.uk