



TL Aspire



About Teaching Leaders

Teaching Leaders addresses educational disadvantage by growing a movement of outstanding middle leaders in schools in challenging contexts across the country. We do this by offering three types of programme to schools: **TL Fellows**; which selects and develops a national network of high-potential middle leaders in secondary schools, **TL Primary**; which develops primary school middle leaders working in teams and individually, and **TL Schools**: which develops groups of middle leaders across a school or cluster of schools.

After the success of our programmes for middle leaders and a growing demand from schools to prepare those who have the capacity to step up to middle leadership, we are excited to offer the brand new TL Aspire programme.

About TL Aspire

Our Aspire programme is designed for teachers who have shown the potential to become highly effective middle leaders. This programme will focus on 'skilling up' Participants with the key tools and theories needed to be leaders of teaching and learning in their schools. The programme will:

- prepare high-potential teachers with the skills and confidence to step into a middle leadership post
- ensure that all Participants are aware of the accountability and moral imperative of the role
- equip Participants with a set of tools, including carrying out a Lesson Study, to impact an area of teaching and learning in their school

The programme is designed for groups of up to 16 Participants and will consist of four sessions run over the course of two terms.

Our sessions combine theory, practical activities, self-review and peer review to enable participants to gain a deep and full understanding of the programme content. Participants will also conduct inter-session assignments including a Lesson Study.

Participant eligibility

In order for Participants to get the most out of the programme, they should meet the following criteria:

- completed their NQT year, or have completed one year of full time teaching
- received 'Good' or 'Outstanding' rating in last lesson observation
- not hold a middle leadership position, nor hold line management responsibility for another teacher



School eligibility

We work exclusively with schools in challenging contexts. We define this as schools which meet one or more of the following criteria:

- Ever 6 FSM of 50% or more
- Ever 6 between 25% and 50% AND less than 56% of disadvantaged pupils achieving 5A*-C GCSEs including English and Maths
- Fewer than 40% pupils achieving 5 A*-C GCSEs including English and Maths



How we work with our schools

Delivery: Delivery takes place in your school or a nominated lead school if you are a part of a cluster of local schools. Session can be facilitated in two ways:

- **Option 1** - Delivered by one of our experienced Teaching Leaders Facilitators and a Teaching Leaders Alumnus who is already in a middle leadership position and making a proven impact in their school.
- **Option 2** - Delivered by one of our experienced Teaching Leaders Facilitators along with a member of your own SLT. Your team member will be trained in facilitation skills and inducted into our session content and materials.

Our facilitator team includes former headteachers, current Ofsted inspectors and trainers from the corporate sector.

How TL Aspire makes an impact

Impact on individuals

- Identify and address personal strengths and areas for development
- Build a clear understanding of what outstanding leadership looks like
- Explore transferable skills from their current role

Impact tool: Lesson Study

Impact on their colleagues

- Develop and share teaching practice across classes
- Identify what good communication looks like
- Explore developmental feedback techniques for 1:1s and lesson observations

Impact on their pupils

- Training focussed on teaching & learning
- Key learning to encourage student-focussed interventions
- Consistent use of successful strategies and interventions across lessons through Lesson Study

Impact tool: Lesson Study

Between sessions Participants will conduct a Lesson Study to utilise the skills they have developed on the programme. Throughout the Lesson Study, Participants will:

- work collaboratively with another participant to draw up detailed lesson plans for a specific group of students that they wish to focus on
- observe each other teaching the group and give feedback
- discuss which interventions and strategies worked well and identify any that need amending
- evaluate the lesson study and the outcomes
- have a deeper impact on the chosen group of students through sharing strategies and best practice with others

Time commitment and cost

	Aspire
Time commitment	4 x 3 hr sessions, run over approximately 2 terms.
Cost	£9,000 for a group of up to 16 middle leaders.



What our participants say:

"I feel very motivated and full of ideas and am excited about implementing them."

"It has focused my mind on the areas that are going well and the areas that need improvement."

"Very active, very relevant."

Next steps

If you choose to run a TL Aspire programme in your school you will need to:

- Select 16 middle leaders from your school or from a cluster of schools in your region who meet the eligibility criteria
- Contact our School Relations team

For more information

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