

# SPECIALIST LEADERS OF EDUCATION (SLE)

## What Are SLEs?

Specialist Leaders of Education are outstanding Middle and Senior Leaders who have the skills to support individuals or teams in similar positions in other schools. They understand what outstanding leadership practice in their area of expertise looks like and are skilled in helping other leaders to achieve it in their own context. SLEs can develop the leadership capacity of others, using coaching or facilitation support that draws on their knowledge and expertise,

SLEs have expertise in a specific area, for example, a subject area, early years, behaviour or school business management.

SLEs can offer:-

- ✓ Facilitation of collaborative working
- ✓ Analysis of in-school data and action planning support
- ✓ Coaching for middle leaders and subject leaders
- ✓ Training in effective subject leadership

## Who can apply

To become an SLE, you need to have been in a leadership role other than headteacher for at least 2 years. Your headteacher will be asked to confirm that you are in an appropriate role. Higher level teaching assistants are not eligible to apply.

You can be from any type or phase of school.

There's no minimum or maximum time commitment. You and your school will need to think carefully about capacity and negotiate your availability together.

## What an SLE does

SLEs focus on developing leadership capacity. While other roles focus specifically on developing classroom expertise, this role is about developing the capacity and capability of other leaders so that they have the skills to lead their own teams and improve practice in their own schools.

This may be done through one-to-one or group support and could involve a variety of activities, such as:

- ✓ Data analysis
- ✓ Coaching
- ✓ Facilitating and training
- ✓ Joint action planning

If selected, you'll be expected to provide evidence that your work has had a positive impact on outcomes for children and young people by developing leadership capacity in other schools.

"Some really useful practical strategies we can introduce in the short term as well as longer term leadership ideas. Brilliant"

"It was especially good to speak to someone so knowledgeable"

"it has been great to have you involved in our school, we have benefited enormously from your professionalism and ideas. Hopefully we can work

"The SLEs were all classroom practitioners, they immediately had credibility, putting into their own practice what they were encouraging others to do"

"The best way to fully understand a subject is to teach it to someone else. As an SLE developing leadership in others has really honed my own practice"

## Time commitment

The role lasts for 4 years, at which time there'll be a review. The types of placements will vary. For example, one might be a 2-day diagnostic exercise, while another might require a 3 month, full time support role. Time may be taken as a block of consecutive days or spread over a longer period.

## How can I access SLE support?

Specialist Leaders of Education can be contacted in the following ways:-

- ✓ Through the Norfolk Teaching Schools' website
- ✓ Directly from one of the Norfolk Teaching Schools

You do not need to be in an outstanding school or a school that is part of a Teaching School Alliance, but your school will need to have the capacity to release you to work in other schools

**Interested to find out more?**

**Please contact Jan Gallon on 01603 497743**

**Or email [ntlec@thorpe-st-andrew.norfolk.sch.uk](mailto:ntlec@thorpe-st-andrew.norfolk.sch.uk)**