

Christopher Pickering Primary School Hull:

David has been working with my middle leaders for the last two years (2012-13) His model of one- to- one coaching has been inspirational to those involved. I have seen these staff grow in confidence and self- awareness whilst deepening their understanding of strategic leadership.

David works in a calm, gentle manner but is extremely incisive and holds staff to account through clear expectations. The strength of this approach is that it is tailored exactly to meet the needs of the school and the individual. The impact that David's work has had on school improvement has been considerable- so much so that I am doubling his time this academic year to include a group of RQTs. They will be introduced to the professional development expectations by attending the Leadership Insight's full conference day "Deeper Learning"

This will establish the underpinning of informed and necessary pedagogical skills and understanding to maximise any proposed actions resulting from the subsequent half-termly-one-to-one –coaching sessions.

Comments and outcomes from staff:

'The programme gave me the confidence to develop my skills. The Head recognised the improvements I made. I was nominated and accepted as a Moderator for KS1 for the local authority.'

'At the start of the programme my confidence was low and feedback from SLT was critical. The motivational report highlighted a way forward for me. I recognised that I was not exploiting the areas I was good at The Insights programme engineered a role for me (to lead a group of subject leaders) I had the opportunity to set agendas , chair meetings and follow-up with monitoring actions to ensure staff were prepared for the next tranche of Leadership coaching meetings.

As a result, the Head noticed my positive actions and gave me additional roles of responsibility and influence at a whole-school level. My whole self-perception changed and I fulfilled rigorous but rewarding successes. The highlight being my successful preparation and presentation to achieve the Arts Mark award for the school.

This year (2015) I applied and secured a promotion to another school (with my Head's active support) I take up my new role in September 2015'