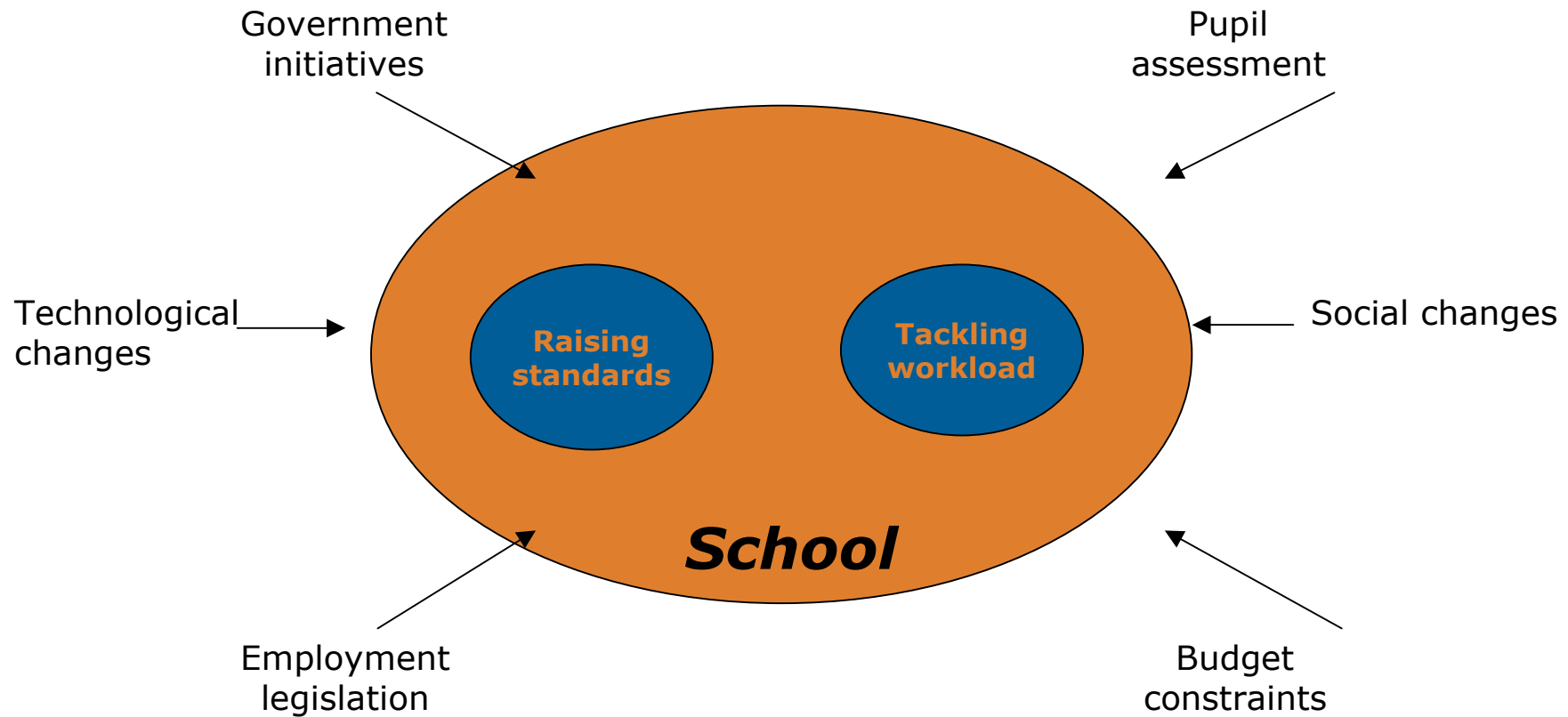


The Swindon School Workforce Remodelling Team

LEA Presentation to governors
2nd December 2003



There are a number of significant pressures that are driving change



Symptoms of above!

- Retention issues – workload is the major reason cited for leaving
- Recruitment issues – hard to make the profession attractive
- Over 30% of teacher's working week spent on non-teaching activities
- Teachers are retiring faster – nearly 50% will reach 60 over the next 15 years
- Need for development of professional support staff

There is a significant opportunity for schools to improve the working conditions for the whole staff, be more effective and ensure standards continue to improve

A considerable amount of attention has been given to these issues over the past two years

- November 2001: "Professionalism and Trust" published
- December 2001: PricewaterhouseCoopers' Report published
- December 2001: Both documents remitted from Secretary of State to School Teachers' Review Body re workload
- January 2001: School Workforce Remodelling Working Party set up
- May 2002: School Teachers' Review Body report
- September 2002: Workforce Agreement negotiations started
- September 2002: Transforming the School Workforce Pathfinder begins
- October 2002: "Time for Standards" published
- January 2003: "Raising Standards and Tackling Workload: National Agreement" signed
- April 2003: Consultation begins on National Agreement delivery
- April 2003: National Remodelling Team established

***In the main, these documents can be accessed
from the DfES website
www.teachernet.gov.uk/remodelling***



The Remodelling Agenda:

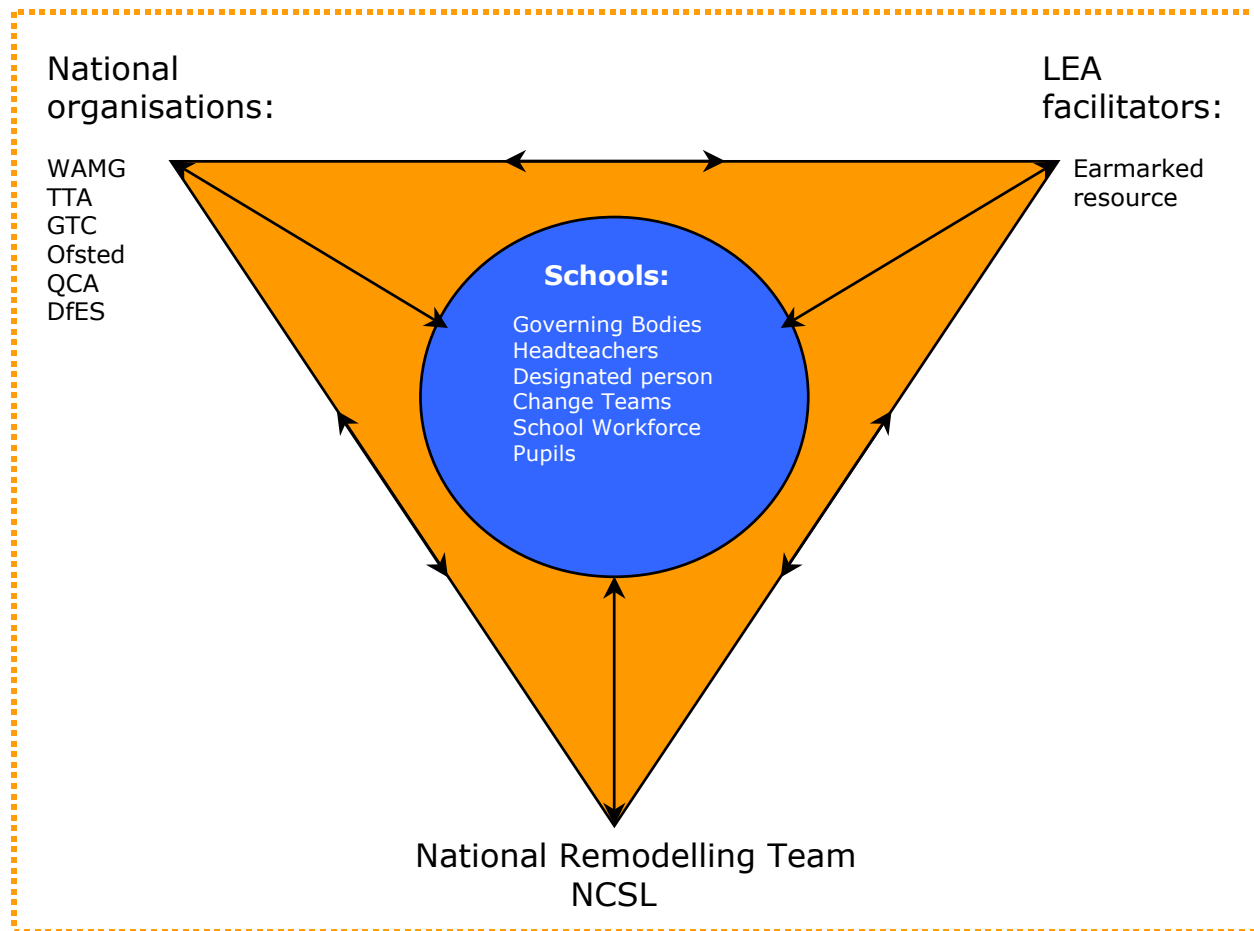
- **Promoting and supporting the implementation of the National Agreement**
- **To support schools in leading and managing change effectively**
- Focus on teaching and learning
- Eradicate time-consuming and wasteful activities
- Facilitate the use of new technologies
- Make the best use of resources
- Share innovative practices
- Encourage collaboration

“Raising Standards and Tackling Workload”

The National Agreement:

- Phase one – September 2003
 - Promote reduction in overall excessive hours
 - Routine delegation of 24 non-teaching tasks
 - Introduce leadership and management time
- Phase two – September 2004
 - Introduce new limits on covering for absent teachers
- Phase three – September 2005
 - Introduce guaranteed professional time for planning, preparation and assessment
 - Introduce new invigilation arrangements

School Workforce Remodelling:



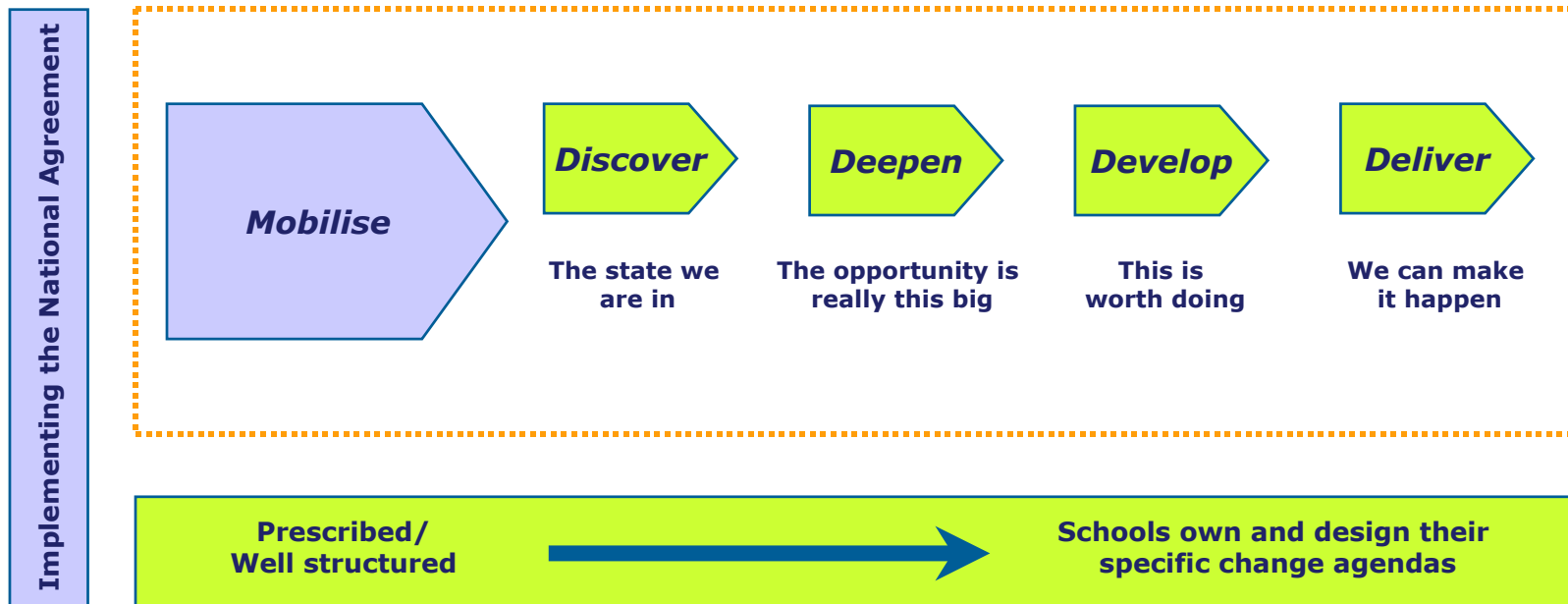
The role of the LEA:

- Promote and support implementation of the National Agreement
- Promote collaborative ways of working
- Promote the remodelling agenda
- Facilitate knowledge sharing
- Provide expertise and challenge
- Work with the NRT
- Engage schools in the change management process

The role of the NRT:

- To promote and support the implementation of the National Agreement
- To establish a network of support and challenge that will provide practical guidance on remodelling
- To encourage school communities to work together
- To develop a purposeful and inclusive climate that secures high standards and sustainable growth
- To create a self-directed and supportive change process
- To liaise with the Workforce Agreement Monitoring group (WAMG)

The Change Process:



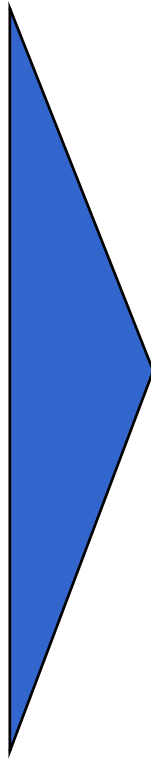
ABANDONMENT.....

Reviewing tasks by asking some basic questions:

- What are we doing?
- Why are we doing it?
- Does it enhance teaching and learning?
- Can we do it in a different way?
- Do we need to do it at all?
- So why is it so difficult to give things up?

What is the desired impact?

- Staff
- Pupils
- Parents
- Governors



- High morale
- Improved retention/recruitment
- Enhanced work/life balance
- Want to be at school
- More pupils experiencing success
- Notice schools doing things differently
- Pupil motivation improving
- National Agreement being implemented
- Remodelling on the agenda

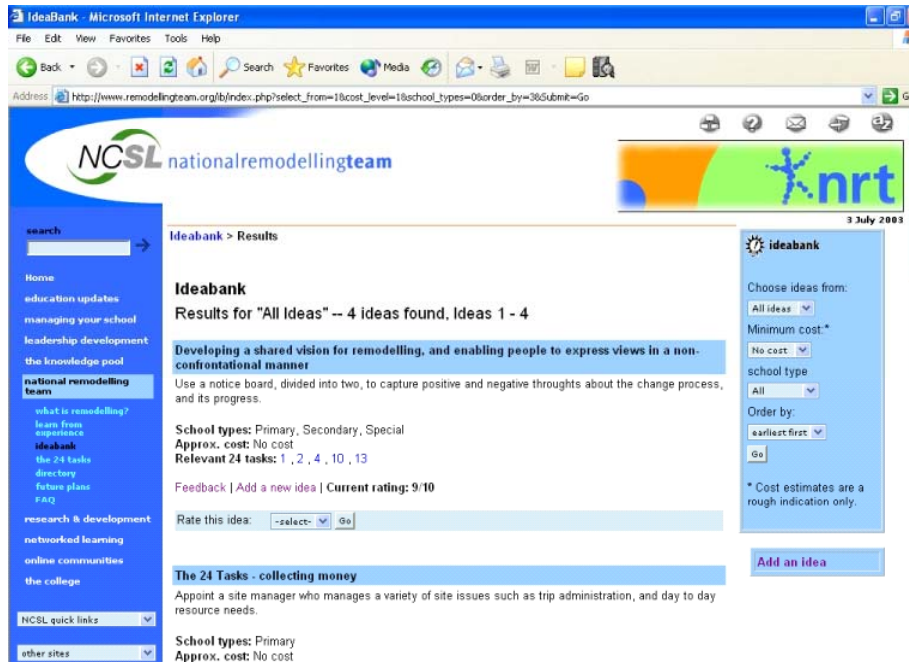
What have we done in Swindon?

- Established Swindon School Workforce Remodelling Steering Group – with Governor representation – met on 14th November 2003;
- Established School Workforce Remodelling team to lead and co-ordinate on remodelling within the LEA;
- Team has provided briefing sessions for officers, heads, governors, support staff;
- Team has planned delivery of change management process training for schools – First tranche begins 3rd December 2003;
- School Workforce Remodelling pages within Swindon Education intranet;
- Communication with schools including Swindon Schools Workforce Remodelling Newsletter;
- Issued advice on implementing the National Agreement;
- Implemented revised job descriptions, pay and grading structure for Teaching Assistants from April 2003;
- Remodelling included in Education Strategic Management Plan and Business Plans.

What are priorities for next three months?

- Implementation of Section 133 Regulations and guidance on specified work being carried out by support staff;
- Implementation of arrangements for new Higher Level Teaching Assistants (HLTAs) – national standards, training, deployment;
- Implementation of national guidance on developing support staff roles;
- Developing a Swindon strategy for training and development of school support staff, including use of Standards Funds;
- Organisation and delivery of Change Management process sessions for Swindon schools in tranches 1 - 3;
- Monitoring implementation of National Agreement in Swindon schools;
- Supporting innovative and collaborative projects in Swindon schools

The NRT website:



- Case studies
- Idea bank
- Tools and techniques
- Frequently Asked Questions
- Information on the National Agreement
- Useful links
- ... and more on the way

<http://www.ncsl.org.uk/nrt> or <http://www.remodelling.org>

