

National Remodelling Team (NRT)

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Remodelling Resources

Section 7 – Appendix – Remodelling Support

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Module overview

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Purpose

- The remodelling support module describes further sources of support to schools that are remodelling
- The module describes the support available from LEA Remodelling Advisers, and Consultant Leaders
- The module provides an overview of the functionality provided by the NRT website
- Further support for LEAs is available in the Programme Delivery module

Audience

- The module is written to assist everyone who is directly involved in a school's remodelling process in understanding how the network of support is structured



Remodelling support – contents

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Introduction

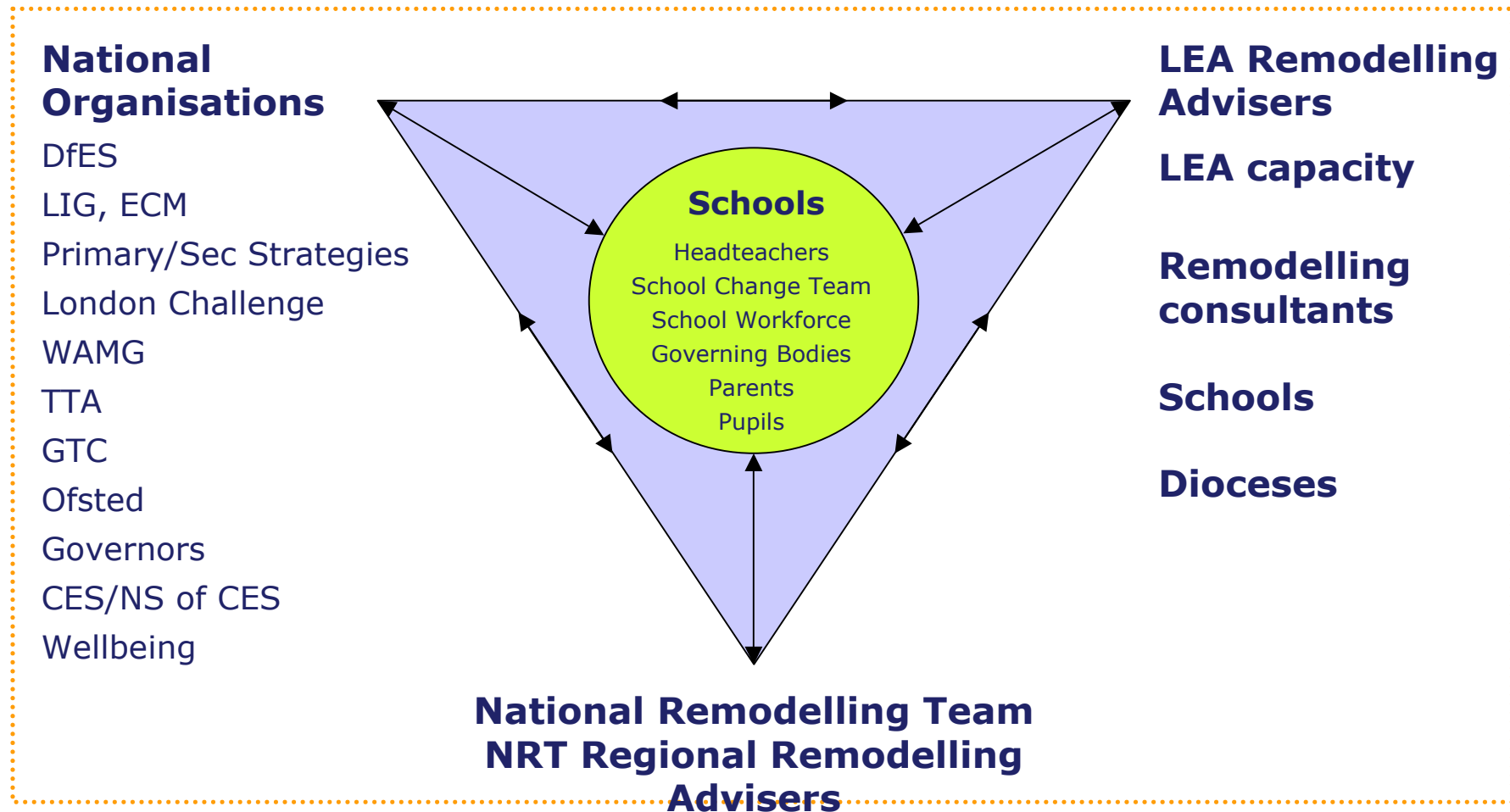
National Remodelling Team

LEA Remodelling Support



Strong support will be available to schools who are remodelling

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NCSL / Affiliated Centres
Regional Remodelling Consultants



This network of support will help schools to:

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- Implement the National Agreement
- Accelerate the remodelling agenda beyond the National Agreement
- Lead and manage change effectively

... in order that they can:

- Free teachers to teach
- Focus on core purpose of teaching and learning
- Reduce workload and time spent on inappropriate tasks
- Improve the work/life balance of members of the school staff
- Develop useful collaboration between schools at all levels
- Create new organisational structures and processes
- Develop the role of support staff



Sources of direct support for schools as they engage in the remodelling agenda

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- **LEA Remodelling Advisers** – LEA advisers who will encourage, co-ordinate and manage remodelling activities within their LEA
- **Remodelling Consultants** – practitioners trained to offer support, advice and guidance 'in the field', who will be deployed by LEAs with support from NCSL Affiliated Centres
- **The NRT Website** at www.remodelling.org – a dynamic, wide-ranging online resource for anyone involved in remodelling activity
- **Regional Events** for schools, facilitated by LEAs, to support networks, exchange information/ideas and provide skills training
- **School Networks** – collaborating with other schools throughout the remodelling process
- **NCSL Affiliated Centres** – offer access to a wide range of regional networks and regional delivery of remodelling training
- **LEAs** – HR departments providing technical support in employment matters
– School Improvement Teams providing advice and guidance



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Introduction

National Remodelling Team

LEA Remodelling Support



The role of the National Remodelling Team (NRT) is to:

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- Establish a climate of awareness of the need for and commitment to remodelling
- Raise expectations and understanding that remodelling must be done, can be done and yields great benefits to schools that do it
- Work with LEAs and other stakeholders to enable school communities to address and manage change
- Establish a network of support that will provide practical guidance on remodelling for schools
- Encourage school communities to work together in a collaborative manner
- Develop a purposeful and inclusive climate that secures high standards and sustainable growth
- Create a self-directed and supportive change process
- Liaise with the Workforce Agreement Monitoring Group



The NRT website at www.remodelling.org offers:

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News archive	Updates on remodelling and relevant news items are displayed on the Homepage. In addition, previous news can be accessed by date or topic in the <i>News archive</i>
Remodelling progress	<i>Remodelling Progress</i> gives you information about the evolution of and progress of remodelling on a national scale
About remodelling	The 'why', 'what', 'who' and 'how' of remodelling; the section gives an overview of the objectives of remodelling, its context, who is involved and how it has been tried and tested
Case studies	The <i>Case studies</i> show how different schools have tackled remodelling their workforce. There is a search tool to help select cases that match one's interest. The case studies are constantly updated and new topics are added
Ideabank	The <i>Ideabank</i> contain short suggestions on how schools have worked out solutions. These short ideas can be rated, and users can add their own recommendations and ideas.
FAQs	Answers to your frequently asked questions grouped by whom they may interest
Downloads	All documents on the website can be found – each is downloadable and introduced with a short, descriptive abstract
External resources	There are thousands of useful resources available on the internet and in print but finding them is the problem! The <i>External Resources</i> identifies over 450 useful resources using a structured indexing system and provides a summary of what you'll find there
Remodelling participants' area	Schools and LEAs already participating in the remodelling programme have access to an area where they can view their priority actions, download event materials and register for events.

The website is continuously updated and enhanced

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- The NRT website is continuously updated and its functionality and content reviewed. This is a collaborative process where the NRT relies, and actively seeks, feedback from the different user groups
- Following the recent re-launch of the website, the team is now focusing on increasing the functionality further to support our remodelling colleagues in Schools and LEAs
 - Content will continue to be updated to provide an 'at a glance' view of remodelling
 - There will be more opportunity to share ideas and solutions tried in schools
 - News and site updates will be more targeted to the individual users



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LEA Remodelling Support



The NRT/LEA partnership

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To support schools in workforce remodelling, LEAs are working in partnership with the NRT, focusing on:

- Organisation of tranches of schools to participate in the remodelling process
- Facilitation of Regional Events for participating schools
- Provision of feedback and evidence for national review and development of the programme
- Influencing LEA colleagues and the LEA agenda, in relation to remodelling of the school workforce
- Deployment of NRT-trained remodelling consultants to support schools



The role of the LEA Remodelling Adviser

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Each LEA determines the detail of the role(s) of LEA Remodelling Adviser(s), but it should include the following aspects of the role to directly support schools:

- Managing the engagement of schools
- Developing a remodelling action plan with effective allocation of associated budgets
- Organisation and delivery of remodelling events within the LEA
- Facilitation of remodelling events within schools and/or groups of schools eg Regional Events
- Communication with schools and other key stakeholders eg school governor organisations, unions, professional associations, headteacher associations
- Informing and influencing colleagues across the LEA
- Collaboration with other LEAs
- Ensuring that the LEA and schools contribute to the national remodelling programme through the NRT knowledge base and online community
- Work with Remodelling Consultants and NCSL Affiliated Centres



In particular, LEA Remodelling Advisers will be active in building school networks

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Establishment of strong peer support networks will be crucial to the process of building school/LEA capacity to embrace and handle change effectively.

Every school has a unique combination of circumstances and context. However many issues are common and many schools encounter similar problems.

Strong networks can

- Promote collaboration, innovation and creative thinking
- Maximise use of resources
- Be an effective route for the sharing/dissemination of successes
- Be a source of new ideas and approaches
- Offer support as members encounter the “change implementation dip”

Such networks will be based on groups such as:

- LEA tranches of schools who are remodelling
- Established local clusters/pyramids/academic councils
- National networks such as Specialist schools, Beacon schools, Leading Edge schools, City Academies and Training schools
- Governor networks
- Special interest groups – such as small schools, faith schools
- Online communities of practice – focused on particular aspects of remodelling, such as the development of the bursar role, effective use of online learning



Support for schools – NRT-trained Remodelling Consultants

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NRT-trained Remodelling Consultants have received the 3-day remodelling skills and tools training offered by the NRT.

Typically, Remodelling Consultants are experienced school advisers from LEAs or experienced headteachers seconded to LEAs or qualified as Consultant Leaders.

Typically, they will ...

- challenge and support schools as they engage in the Remodelling Process – they will be a “critical friend”
- provide schools with an external view of the remodelling process
- engage in activities such as facilitating meetings, gathering data and liaison with other schools and organisations
- offer advice and guidance
- help schools build capacity to embrace and implement change
- promote the development of local networks to share ideas, strategies, experiences, solutions
- support LEAs to deliver the regional remodelling events

