

Co-Design is a small, local, education training partnership which can offer bespoke and affordable training within your own Multi Academy Trust. Our aim is to help Trustees/ Directors strengthen their strategic leadership role to meet the ongoing challenge of heightened accountability for school improvement and education outcomes.

Our training provides opportunities to:

- Inform your strategic self-review and help you assess the impact and effectiveness of your board.
- Examine different external and internal accountabilities for improvement and the complex relationships operating across Multi-Academy Trusts.
- Consider ways your Trust's vision is translated into improvements the quality of education and strengthens community and parental confidence.
- Identify how best to use a MAT's unique identity to promote its culture and protect a Trust from reputational risks.
- Assess how well the expectations of a Trust are communicated and if there is a consistent understanding of what it means to be a school in your particular Trust.
- Consider how Boards can embed leadership development to sustain a consistent and unrelenting focus on standards and improvement across the MAT.

INFORMATION ABOUT THE FACILITATORS



Isobel Bryce

Isobel's background is in secondary education. She was the Head Teacher of a large secondary school in South East Cornwall for fourteen years during which time the school secured an Outstanding Ofsted judgement for Leadership and Management. Isobel has also been an Executive Head Teacher and, subsequently, the CEO of a cross-phase Multi-Academy Trust, comprising three secondary schools and three primaries. She is currently a SIP and an education consultant. Isobel was the National Teaching Awards Headteacher of the Year (Secondary) for the South West in 2007.



Susan Clarke

Sue works part time as an independent consultant but remains active and passionate about education. Sue retired in 2016 from her post as Head of Education for Devon County Council after working in education for nearly forty years. She has had many roles and posts during her career including headteacher, inspector and primary phase adviser. She has an MSc in Educational Research from Exeter University and was awarded an OBE in 2011 for Services to Education. She is a trustee for Daisi (Devon Art in Schools Initiative) and SPACE* (a charity offering and supporting Youth Services across Devon). Sue sits on the Board of Trustees for a new primary school in Kingsteinton and is a member for a Multi-Academy trust in South Devon.



Sarah Davies

Sarah is an experienced professional development consultant with proven leadership experience and training skills and expertise. Sarah draws on her previous wide education experience as Head teacher, Remodelling Adviser, NCTL associate and TDA Regional Programme Lead to support and develop both organisational and individual development and transformational change. Sarah also works as a consultant at the University of Exeter in graduate development and employability and with a number of other partners providing a range of support for children, young people and adults.

Role: Chief Executive Officer (CEO)

Key responsibilities: Providing high quality strategic leadership impacting directly on student outcomes. The CEO holds others to account and in turn is held to account by the Board of Trustees.

Delivery offer: Personalised Mentoring and Coaching, to include:

- Strengthening personal effectiveness and resilience in the CEO role
- Strategic leadership and leading robust conversations about performance
- Positive and impactful professional relationships with parents and the wider community
- Developing future leaders at all levels
- Looking to the future: working effectively with the Board to manage expansion and develop capacity
- Recognising the complexity of system leadership including financial challenges

Role: Members

Key responsibilities: ‘Guardians of Governance’, holding formal responsibility for both appointing and dismissing Trustees. Oversight of the long-term sustainability and success of the Trust or MAT.

Delivery offer: A single 90-minute training session which looks at;

- How Members can make a positive and active contribution to the work of the Trust
- Knowing your Trust and understanding effectiveness
- Building meaningful relationships and managing challenge
- Understanding reputational risks
- When things go wrong...

Role: Directors

Key responsibilities: Responsible for the general control and administration of the Trust. Directors must ensure financial probity, have clarity about Trust vision and values and secure the strategic direction of the Trust by holding the Executive Team and Local Governing Bodies to account.

Delivery offer: Bespoke individual workshops, day long training sessions/ conferences or longer-term arrangements to:

- The strategic role of a Director, from both a personal and more formal perspective
- Different external and internal accountabilities and the complex relationships operating across MATs
- The current educational climate and corresponding complexities
- How Directors assess and monitor key priorities and risks
- Strengthening a MAT’s unique identity and promoting its culture
- Increasing parental and community confidence
- How well the expectations of the Trust are communicated and if there is consistent understanding of what it means to be a school in your Trust and the added value it brings.

The sessions use a range of activities and associated support materials tailored to the needs of your Trust Board. Each session is designed in response to the priorities of individual boards and the next stage of development for your MAT.

Target audience

Chairs and Vice Chairs of Trust Boards; new and experienced Directors of Multi-Academy Trusts (regardless of size and phase).

Opportunities for tailored support

Co-Design is able to organise bespoke training for whole Trust Boards, CEOs and Members.

In-house costs are as follows

- 90 minute workshop **£350**
- Half day workshop **£500**
- Whole day workshop **£950**

Personalised CEO mentoring/ coaching

£100 per session (minimum of five sessions).

For more information and available dates please contact Isobel, Sarah and Sue via email

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