

**REPORT TO: EDUCATION AND SOCIAL SERVICES COMMITTEE ON
9 APRIL 2008**

SUBJECT: INVERAVON/KNOCKANDO – PAIRED HEADTEACHER MODEL

BY: DIRECTOR OF EDUCATIONAL SERVICES

1. REASON FOR REPORT

- 1.1 The purpose of the report is to ask Committee to agree the proposal to pilot a second paired Headteacher model.
- 1.2 This report is submitted to Committee in terms of Section D (1) of the Council's Administrative Scheme relating to exercising the functions of the Council as Education Authority.

2. RECOMMENDATION

2.1 The Committee is asked to agree:-

- (i) to pilot a paired Headteacher model involving Inveravon and Knockando Primary Schools.**
- (ii) that the pilot begin at a suitable date after 14 April 2008 and last until the end of session in July 2009.**
- (iii) that the pilot be evaluated on two occasions over its duration, involve input from staff, parents and pupils of both schools and be the subject of reports to Committee.**

3. BACKGROUND

3.1 Committee will be aware that over the past year or two we have, in common with other rural Authorities, found it difficult to appoint Headteachers to a number of our smaller schools.

3.2 The Headteacher of Knockando Primary School has been appointed to a post in another school in The Moray Council. As a result we entered into discussions with the following individuals and groups on the option of piloting a paired Headteacher model involving Inveravon Primary School and Knockando Primary School:-

- The Joint Chairs of Education and Social Services Committee
- The Headteacher of Inveravon Primary School
- The Parent Council of Knockando Primary School
- Representatives of the Parent Council of Inveravon Primary School
- The staff from both schools.

With the exception of some staff in Knockando these individuals and groups have accepted the positive reasons for moving to a paired Headteacher pilot and are supportive of the proposals. The issues and concerns raised by some Knockando staff are the subject of ongoing clarification and explanation and officers are confident that a resolution can be achieved.

3.3 The matter has also been raised with the Ward Members for Speyside Glenlivet and the Joint Secretary of the Teachers' Side of the Local Negotiating Committee for Teachers. The Teachers' Side Joint Secretary has, in discussion with the Head of Educational Development Services and the Head of Educational Resource Services, indicated that:

- (a) the teachers' union (EIS) is opposed in principle to shared headship;
- (b) individual staff concerns in Knockando require clarification and appropriate resolution.

Assurances have been given to the Joint Secretary that ongoing dialogue and further opportunities for staff to have their concerns raised will be available.

On Tuesday 25 March 2008, parents of children in both schools were given the opportunity to discuss the proposals with an officer of Educational Services. One parent in one of the schools took up this opportunity.

3.4 In The Moray Council we already have one pilot project of such an arrangement involving Glenlivet Primary School and Tomintoul Primary School. The two interim evaluations of that pilot have been very positive. The following are quotes from the paper presented to Education & Social Services Committee on 13 February 2008:-

- *"The support staff were of the opinion that the paired model gave greater continuity than with a teaching Headteacher."*
- *"They (teaching staff) felt that her full time Headteacher commitment allowed her to focus on thinking about leadership..."*
- *"The feedback from parents was overwhelmingly positive."*
- That the evaluations be the subject of further reports to Committee.

3.5 Should Committee agree to the pilot proposal for Inveravon Primary School and Knockando Primary School, the following are also proposed:-

- that the pilot begin on a suitable date after 14 April 2008 and last until the end of session in July 2009.
- that the pilot be evaluated on two occasions over its duration and involve input from staff, parents and pupils of both schools.

3.6 In Glenlivet and Tomintoul an Acting Principal Teacher has been appointed in both schools to support the work of the Headteacher. This model would also be adopted in Inveravon and Knockando. Further operational arrangements surrounding the pilot would be worked out in line with Authority policy and procedures and, as appropriate, in liaison with the Joint Secretary, Teachers' Side of the Local Negotiating Committee for Teachers.

4. SUMMARY OF IMPLICATIONS

(a) Corporate Development Plan/Community Plan/Service Improvement Plan

This report meets the aim of Educational Services, Service Improvement Plan of leadership development in our schools.

(b) Policy and Legal

None. However the results of this pilot may inform policy.

(c) Resources (Financial, Risks, Staffing and Property)

- Any additional costs associated with the pilot will be met from existing Educational Services budgets.
- As a pilot project, it would be possible to disengage from the paired model should the evaluations generate substantial concerns.
- Any staffing issues arising from the pilot would be dealt with under Authority policies and procedures.

(d) Consultations

As outlined in 3.2. The senior management team in Educational Services and Alan Dunsire, Quality Improvement Officer for Speyside ASG, have also been consulted and are in agreement with the proposals.

5. CONCLUSION

- 5.1 That Committee agrees the proposals for a second pilot paired Headteacher model involving Inveravon Primary School and Knockando Primary School. The pilot to begin on a suitable date after 14 April 2008, last until the end of session in July 2009 and be evaluated on two occasions with the evaluations being the subject of reports to Committee.**

Author of Report: George Sinclair, Head of Educational Development Services

Background Papers:

Ref: DMD/JR/Reports/Education and Social Services Committee/
9 April 2008/Inveravon/Knockando - Paired Head Teacher
Model