

Educational Development

The **Educational Development** solutions package is aimed at schools and higher educational establishments. Working with your **Leadership Teams** we guide you to ensure you have the skills and support to facilitate your drive towards the best possible outcomes for your pupils and your school.

Our Schools Assessment & Appraisal Framework (SAAF)[™] includes the creation of a competency framework to support raising the standards of teaching. Our Skills4Employability programme involves working with everyone (including parents), to identify and harness students' skills and demonstrate how these relate to what employers are now looking for.

Case Study

Rush Common School recognised the detail did not exist in the National Teachers' Standards to effectively support the identification of development needs and in turn evidence pay decisions. We developed a detailed competency framework to underpin the National Teachers' Standards and revised the local appraisal process to address this issue.

This included working with the Senior Leadership team in developing the framework, the presentation of the framework and appraisal process to the teaching staff and liaising with local trade union representatives.

“SYLO Associates are great to work with - they listen and respond to individual needs, are challenging but supportive and are highly skilled and adaptable. Our work with them has enabled us to develop and implement a sharp, focused appraisal process, which will enable managers to be more consistent, staff to develop their professional capability in a targeted way and the school to provide competencies based evidence of staff performance.”

*Maxine Evans, Head Teacher,
Rush Common School, Abingdon*



The Educational Development Package Comprises:

Schools Assessment & Appraisal Framework (SAAF)[™], the outcome of which is to:

- Produce a granular, bespoke Competency Framework, supporting the implementation of Teachers' Standards and Pay Policy arrangements
- Develop Leadership competencies and Leadership qualities
- Support the annual appraisal process

Leadership & Management Development through various interventions or coaching:

- Providing school leaders with the skills needed to develop their teams and effectively run their organisation
- Up-skilling Governors/Directors



Strategic HR Support:

- Talent Management and succession planning
- Employee engagement & well being
- Policy development
- Managing change

Academy Conversion:

- Providing project management support for those undergoing the academy conversion
- Support skills and strategic development post conversion



Skills4Employability:

A skills programme for those in Education (including further and higher education) by:

- Identifying and harnessing skills - introducing the use and benefits of psychometric testing
- Highlighting competencies & skills employers are looking for
- Deliver stand-alone workshops including:-
 - Dressing for Confidence
 - Telephone and Communication Skills
 - CV Writing Development
 - Interview Skills

To find out more, contact us at:

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