



School Effectiveness Partnership Agreement September 2025 - July 2026

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Foreword from the Diocesan Directors of Education (DDE)

We are delighted to introduce you to our range of School Effectiveness Support services and packages for academic year 2025-26. These have been designed to ensure schools are able to access the bespoke support they need to meet today's challenges, in a cost-effective way.

Schools can purchase their School Effectiveness Partnership Agreement at any time of the school year and the time allocated will be honoured until it has been used. Schools can choose to purchase individual Core Services or either Package 1 or 2, dependent upon need.

Each package contains a half day review of school priorities with the headteacher and senior leaders. As an outcome of this session, we will formulate a set of specific measurable objectives as a focus for the school effectiveness work to be undertaken. In turn, a School Effectiveness Adviser or Advisers will be allocated to your school based on their educational expertise. This will depend on the range and extent of your requirements.

We believe that working collaboratively with our Diocesan School Effectiveness Team will enable your school to benefit from:

- bespoke school effectiveness support
- support that is implemented with you, not to you
- continued access to experienced education professionals
- positive support whilst being held to account.

If you have any further questions, or would like to discuss the content of packages further, please contact Toni Enefer on 01432 373341 and she will be very happy to discuss your requirements in greater detail, or put you in touch with us to support further.



Tim Reid

Executive Diocesan Director of Education



Gemma Martin

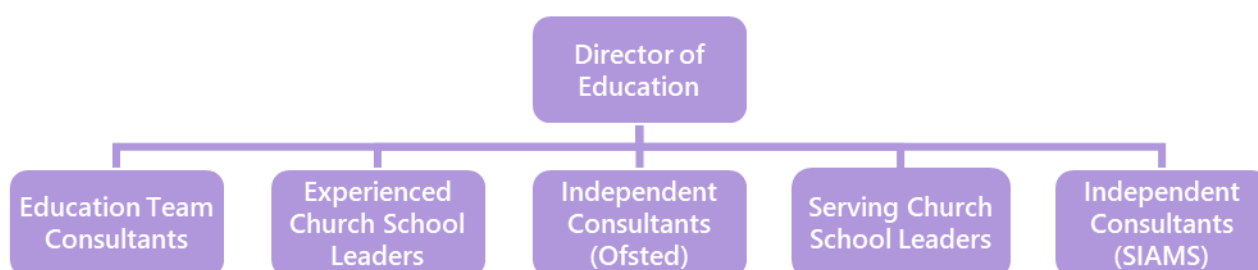
Diocesan Director of Education

School Effectiveness Support Procedure

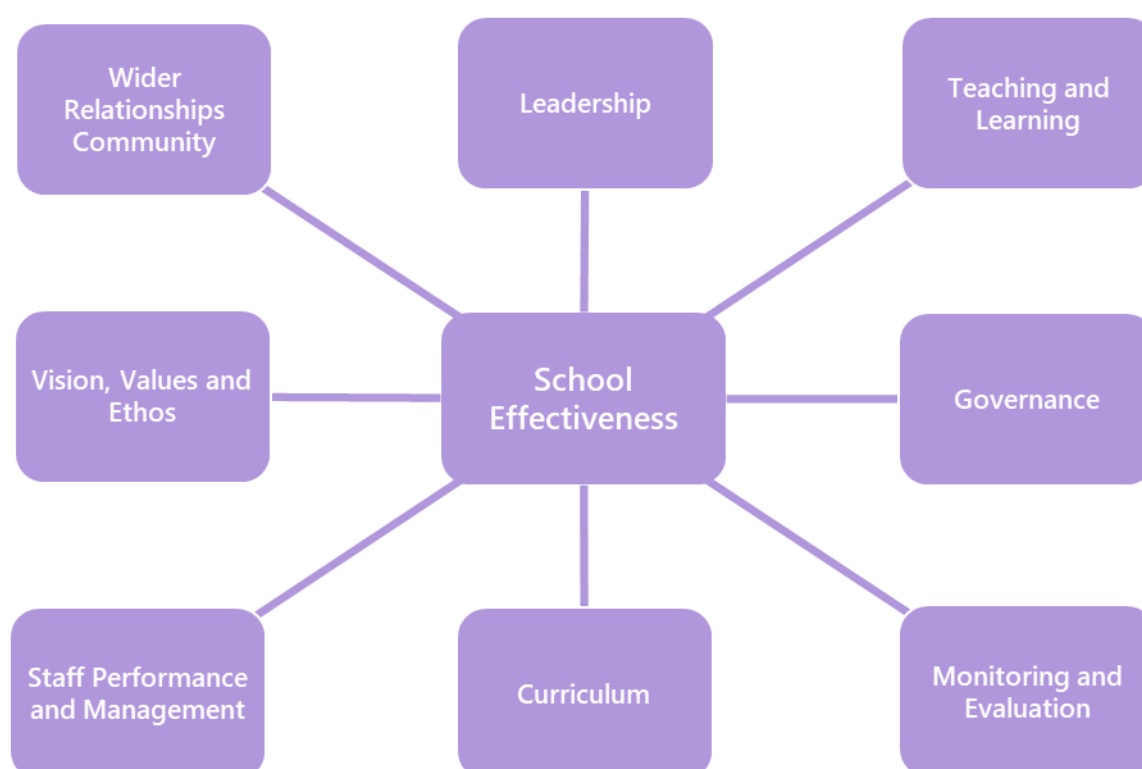
School Effectiveness Structure

The School Effectiveness Partnership Agreement (SEPA) is serviced by a team of School Effectiveness Advisers from a range of backgrounds. The SEPA utilises experienced consultants within our Education Team: independent education consultants, experienced church school headteachers and leaders, serving SIAMS inspectors and serving Ofsted Inspectors. The team is led by the Diocesan Director of Education.

The Diocesan School Effectiveness Team structure is outlined below:



The eight areas of school effectiveness against which School Effectiveness Advisers are audited:



School Effectiveness Support Procedure

Leadership

- sharing up-to-date knowledge of the Ofsted framework
- sharing other relevant educational developments
- supporting leaders to analyse required actions as a result of these developments in their settings
- supporting new school leaders
- developing middle leaders and working towards sustainable models of distributed leadership
- strategic school development planning
- accurate and effective self-evaluation
- pupil premium strategy and other grant spending strategies
- coaching to support leaders in navigating the challenges and successes of their roles
- policy development
- developing headteacher peer review.

Teaching and Learning

- strategies for narrowing / closing the attainment gap for groups of learners, including adaptive teaching
- planning for challenge and high expectation
- planning effective sequences of learning
- using research to develop school-specific pedagogy
- strategies to develop early reading and phonics
- strategies to develop writing
- strategies to develop mathematics
- formative and summative assessment strategies for impact across the curriculum.
- developing measurable intervention programmes.

Governance

- developing an effective Board
- governance structures and sub-committees, in both Academy and Maintained settings
- holding senior leaders to account
- monitoring of school development and self-evaluation
- preparing governors for Ofsted inspection.

Monitoring & Evaluation

- developing a rigorous monitoring & evaluation schedule to include a range of methods to enable triangulation
- focused lesson observation and drop-ins
- work and planning scrutiny
- analysing national data (EYFS, Phonics, KS1- KS4 data, school context)
- developing internal tracking systems to measure progress and attainment
- analysing internal assessment data
- using monitoring and evaluation to develop effective practice
- long / short term pupil target setting
- standardisation and moderation of school judgements.

School Effectiveness Support Procedure

Staff Performance and Management

- headteacher performance management
- developing tiered performance management systems
- setting SMART personalised performance targets
- training / development of performance management reviewers
- providing teachers with clear and consistent feedback on the quality of education
- celebrating good practice
- lesson study / coaching strategies.

Curriculum

- strategies to develop the wider curriculum
- supporting the design of a broad and balanced curriculum
- developing subject leadership
- developing substantive and disciplinary knowledge progression documentation
- ensuring the curriculum is an expression of the school's vision
- developing the Early Years Foundation Stage curriculum
- KS1, KS2, KS3 and KS4 curriculum planning
- producing effective sequences of learning
- subject specific advice and support
- creating purposeful, creative learning environments.

Vision and Values

- developing, implementing and evaluating the school's theologically-rooted Christian vision
- discovering and embedding truly Christian values which permeate all aspects of school life.
- ensuring the school's broad curriculum offer is driven by the theologically-rooted Christian vision.

Wider Relationships - Community

- enhancing communication and relationships with parents and the community
- developing partnerships and collaborations with other schools
- support with considering academisation
- ensuring the growth of a community rooted in respect and a commitment to live well together.

School Effectiveness Support Service Charter

Those schools and academies subscribing to the School Effectiveness Partnership Agreement are entitled to expect members of the Diocesan Education Team to:

- have a pastoral concern for the staff, governors and pupils of the school or academy
- provide professional and expert information, advice and assistance
- deliver the services listed, upon request, to a high professional standard
- respond promptly and courteously to requests for assistance
- act with discretion and confidentiality
- be responsive to individual schools and academies and their distinctive ethos
- act with integrity and in accordance with Christian beliefs and values
- promote at all times the Church of England foundation and Christian ethos of the school or academy
- deal promptly and courteously with any complaints regarding the level of service provided.

In return, schools and academies subscribing to the agreement are expected to:

- keep the Diocesan Education Team informed of the current situation in relation to the service required and developments at the school or academy
- provide copies of the most recent School Self-Evaluation, School Development Plan and annual performance review
- be available, given adequate notice, for meetings and / or visits to ensure progress is maintained
- give adequate and appropriate notice when requesting visits, meetings, training, etc.
- pay invoices promptly
- provide qualitative feedback on the usefulness of the services received and constructive suggestions for improvement.

Complaints

Any complaints should, in the first instance, be addressed to the [Executive Diocesan Director of Education](#) (EDDE). The EDDE will investigate and respond. If the matter is not resolved at this stage, the issue will be referred to the Diocesan Board of Education.

Package 1: £1,900

Headteacher Performance Appraisal

Half Day Review of School Priorities

3 Days of School Effectiveness Support

Headteacher Performance Appraisal

It is the responsibility of the Governing Body of a school to appoint an external adviser to support and advise on the headteacher appraisal process. As part of this enhanced package we can provide this service, allocating one of our School Effectiveness Advisers who is equipped with the skills, experience and objectivity to fulfil the role.

The School Effectiveness Adviser will:

- spend a half day in school with the headteacher and governors to support the review of current targets
- assist in the setting of specific, measurable and achievable targets
- facilitate and run a mid-cycle review to ascertain progress towards meeting the targets set with the headteacher and governors, over the course of a half day in school. This may include possible re-negotiation of measurable outcomes where appropriate.

It should be noted that the School Effectiveness Adviser is not responsible for determining whether the headteacher should be awarded a pay increment. This is the role of the governor appraisal panel. However, governors are permitted to ask for advice and should consider this carefully before making a decision.

Half Day Review of School Priorities

In this session, alongside school leaders, the School Effectiveness Adviser will help to identify school priorities and areas that may require further support. This may be underpinned by the school's current assessment information, school development plan and self-evaluation. A set of specific measurable objectives will then be written collaboratively to reflect the identified areas of need and to focus the school effectiveness work to be undertaken.

3 Days of School Effectiveness Support

The school effectiveness objectives are used to create an action plan for the 3 days of in-school support. Once agreed with the headteacher, a School Effectiveness Adviser(s) carries out the subsequent work in school. Identification of the appropriate Adviser(s) is agreed between the headteacher and the Diocesan Director of Education or allocated School Effectiveness Adviser before the package begins.

Package 2: £1,500

Half Day Review of School Priorities

3 Days of School Effectiveness Support

Half Day Review of School Priorities

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Core Service 1: £400

Headteacher Performance Appraisal

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Core Service 2: £450

Whole Day School Review

One of our experienced School Effectiveness Advisers can help you reach an accurate evaluation of your school. This service can identify particular areas that can be a focus for your review. Our whole school reviews can include:

- analysis of your self-evaluation, school development plan and data
- discussing systems and processes with school senior leaders, managers and governors
- observation of teaching and learning (this can be with school staff to moderate judgements)
- scrutiny of children's work
- specific subject reviews.

We will provide you with a summary feedback of headline information including any identified areas for development.

Core Service 3: £450

Full Day of School Effectiveness Support

This service is a full day of bespoke school effectiveness support individually tailored for your school.

Schools can select from either one of the eight areas of school effectiveness highlighted in the School Effectiveness Partnership Agreement, or from a specific school development focus. Once the focus has been identified, a School Effectiveness Adviser with appropriate experience and expertise will be assigned to work with your school.

The focused support may take place over one full day or two half days dependent upon the school's needs.

Core Service 4: £275

Half Day of School Effectiveness Support

This service is a half day of bespoke school effectiveness support individually tailored for your school.

Schools can select from either one of the eight areas of school effectiveness highlighted in the School Effectiveness Partnership Agreement or from a specific school development focus. Once the focus has been identified, a School Effectiveness Adviser with appropriate experience and expertise will be assigned to work with your school.

Core Service 5: £275

Ofsted Preparation Pre-inspection Phone Call

This service is a half day of bespoke school effectiveness support, individually tailored for your school.

Senior leaders are coached through the pre-inspection phone call to ensure they can:

- articulate the school context
- explain educational outcomes
- direct the conversation to ensure appropriate lines of enquiry.

Core Service 6: £450

Ofsted Preparation Reviewing Documentation

This service is a full day of bespoke school effectiveness support, individually tailored for your school.

The day ensures that leaders are fully prepared for all aspects of the inspection judgements:

- quality of education
- behaviour and attitudes
- personal development
- early years
- leadership and management.

This support uses a range of approaches; coaching subject leaders and key staff, lesson visits with actionable feedback, document review and support, pupil voice interviews and advice.

Senior leaders at the school will work with the adviser to plan the most effective support package.

Aspiring Church School Leaders - Cost: £150

Please book by 12th
September 2025 to
guarantee your
place.

This three and a half day programme, plus online coaching sessions, spans the course of the academic year, and is aimed at very experienced middle or senior leaders who are considering taking the next steps in their career. The course covers a number of leadership themes and systems that senior leaders focus upon strategically and operationally:

- Church School Vision and Culture
- Effective Teaching Principles
- Assessment , Behaviour and Curriculum
- Supporting SEND
- CPD Pathways
- Sustainable Impact
- Operational Management
- Governance and Accountability
- Professional Partnerships, including Ofsted

Throughout the programme, delegates will access high quality training based on relevant, recognised research. This will help develop the holistic view necessary for senior leadership.

Working with the Education team, delegates will learn alongside other aspiring leaders for the duration of the programme. As well as face to face training days, there is also a half day application session in a church school. In addition, there will be three online coaching sessions, spaced throughout the training programme. The final day of training offers the opportunity to reflect on learning, and look at the next steps in the delegates' leadership career.

Focus	Date	Time	Location
ACL day 1	Mon 13th October 2025	9.30am - 4.30pm	In person
Coaching Session 1	Tues 18th November 2025	4.00—6.00pm	Online
ACL Day 2	Thurs 5th February 2026	8.00am—5.00pm	In person
Coaching Session 2	Tues 10th March 2026	4.00—6.00pm	Online
ACL In School Apply Choice 1	Thurs 16th April 2026	8.00am—5.00pm	In person
ACL In School Apply Choice 2	Fri 17th April 2026	8.00am—5.00pm	In person
ACL Coaching Session 3	Tues 12th May 2026	4.00—6.00pm	Online
ACL Day 4	Thurs 18th June 2026	8.00am—5.00pm	In person

Please book by 12th
September 2025 to
guarantee your
place.

Developing Middle Leaders - Cost: £150

This three day programme, plus online coaching sessions, spans the course of the academic year, and is aimed at post-Early Career Teachers (ECTs) who are considering taking the next steps in their career or have started their first subject or Key Stage/phase leadership role. The course looks at recent relevant research that underpins current thinking in implementation, including:

- The Culture of Development
- Effective Learning
- Subject Leadership, Curriculum and Effective Teaching
- Principles of Assessment and Feedback
- Adaptive Teaching
- Professional Development
- Monitoring Impact

Throughout the programme, delegates will access high quality training based on relevant, recognised research. This will help develop the wider view necessary for middle leadership.

Working with the Education team, delegates will learn alongside other aspiring middle leaders for the duration of the programme. As well as face to face training days at the Worcester Diocesan offices, there are also online coaching sessions to reflect the delegates' learning, and a whole day application session in one of our church schools.

Focus	Date	Time	Location
AML Day 1	Mon 20th October 2025	9.00am - 5.00pm	In person
Coaching Session 1	Tues 25th November 2025	4.00—6.00pm	Online
AML Day 2	Fri 6th February 2026	8.00am—5.00pm	In person
Coaching Session 2	Tues 17th March 2026	4.00—6.00pm	Online
AML Day 3	Thurs 23rd April 2026	8.00am—5.00pm	In person
Coaching Session 3	Tues 12th May 2026	4.00—6.00pm	Online

Peer to Peer Review Network - Cost: £150

Please book by 12th September 2025 to guarantee your place.

This four and a half day programme, spanning the course of the academic year, provides valuable opportunity for colleagues to work collaboratively to develop an understanding of effective monitoring, accurate evaluation of the quality of the provision and impactful models of Implementation.

Throughout the programme, you will access high quality training based on relevant, recognised research. This will shape the structure of the review process, encouraging school leaders to be both supportive, questioning and challenging.

Working with the Education team, you will collaborate consistently with a group of three schools for the duration of the programme. The unique context of each school will be discussed and considered. Over the course of the programme, each school will host a teaching and learning review, with a focus identified from current school priorities. Within the review framework, each leader will have the opportunity to:

- Work with a member of the Education Team, experienced in reviewing the quality of provision in schools
- Lead a review, writing a report using the findings of the team
- Support a review, evaluating the quality of provision, identifying strengths and areas for development which contribute to the final report
- Host a review and identify the priority focus area.

The impact of the programme will support leaders in being highly evaluative and gaining invaluable new insights to the provision in their own school.

The final session will allow colleagues to work with a serving Ofsted inspector to consider their findings and how they relate to the current inspection framework.

Focus	Date	Time	Location
Training on Peer Review Process	Thurs 23rd October 2025	10.00am—4.00pm	In person
Review 1	To be arranged in Session 1 by triad review groups.		
Review 2			
Review 3			
Evaluation	Thurs 9th July 2026	10.00am—4.00pm	In person

School Effectiveness Partnership Agreement Online Form September 2025 - July 2026

The following Packages, Core Services and Leadership Programmes can be purchased using our [online booking form](#).

An invoice will be raised on receipt of your agreement form; VAT will be charged at the standard rate.

School Effectiveness Package / Core Service	Cost
Package 1 Headteacher Performance Appraisal Half Day Review of School Priorities 3 Days of School Effectiveness Support	£1,900
Package 2 Half Day Review of School Priorities 3 Days of School Effectiveness Support	£1,500
Core Service 1 Headteacher Performance Appraisal	£400
Core Service 2 Whole Day School Review	£450
Core Service 3 Full Day of School Effectiveness Support	£450
Core Service 4 Half Day of School Effectiveness Support	£275
Core Service 5 Ofsted Preparation Pre-inspection Phone Call	£275
Core Service 6 Ofsted Preparation Reviewing Documentation	£450
Aspiring Church Leaders	£150 per person
Developing Middle Leaders	£150 per person
Peer to Peer Review Network	£150 per person

Please note the published dates for the above leadership programmes will be based in the Diocese of Worcester Offices, Lowesmoor Wharf, Worcester, WR1 2RS.

However, if there are more than 15 delegates from the Diocese of Hereford, we also run from a Hereford based location and will confirm dates and venues with those that have registered.

Please note the agreement of both the school's / academy's Headteacher and Chair of Governors will be required when agreeing to purchase School Effectiveness Support.