Core Offer
Routes to development and partnership
Our Core Offer to schools

The Compass Partnership of Schools is committed to working collaboratively within and beyond our Trust. Our collaborative work is of a very high standard, with a proven track record of impact. It can be personalised to individuals, teams and schools. We are committed to developing a professional learning community that fosters trust and is supportive of all.

We recognise that schools and individuals will want to engage at different levels. With this in mind, we offer a range of solutions to suit your school’s particular needs.

To tell us a bit about your school and discover how we could work together, please contact Kate Jarrett at: kjarrett@compass-partnership.com

‘The pathway gives you opportunities to reflect on your role as a leader.’

A leadership pathways delegate 2018

‘Great variation of sessions; well thought out programme and lots of opportunities to reflect and share ideas.

An NQT programme delegate 2018
Opportunities for Professional Learning

One-to-one coaching from an Executive Head Teacher

One-to-one bespoke coaching sessions are available on a five-session basis for £1000. Each session lasts an hour.

NQT programme

This is a seven-day programme spread across the year, giving NQTs the opportunity to visit all seven Compass schools. Participants will hear from a range of speakers on different educational topics, and observe teaching and learning in action in our classrooms. Also, you will hear each day from our special school, Willow Dene, on how to meet the needs of children with special educational needs and disabilities. This programme costs £500.

Leadership Pathway Programmes

Leaders at different stages in their careers can participate on Pathway 1, 2 or 3, depending on their experience. These pathways are tailored to teachers and leaders and focus on: how to lead a subject, how to lead a team and how to lead a school. Each pathway consists of between five and ten sessions.

Pathway 1 - Emerging Leadership - How to lead a subject

Five sessions, including Developing a vision for your subject and Developing personal effectiveness (understanding yourself as a leader). Suitable for new subject leaders. Cost: £200

Pathway 2 - Developing Leadership - How to lead a team

Six sessions, including How to create change through coaching and Dealing with difficult people. Suitable for phase leaders and middle leaders. Cost: £250

Pathway 3 - Established Leadership - How to lead a school

Ten sessions, including How to drive change and Micro-politics of leadership. This pathway also includes a placement opportunity within one of our Compass schools. Suitable for AHTs, DHTs and aspiring head teachers. Cost: £450
SEND professional learning opportunities

Attend sessions at Willow Dene School, at a cost of £200 per session, on the following:

Pupil voice - This session explores how a special school setting encourages, promotes and shares pupil voice for the most complex of learners. It also explores how pupil voice is promoted in the school environment and wider community.

Engaging learners at early developmental levels - Explore how to engage learners working at early developmental levels through strategies that have been implemented, tested and embedded into classroom practice within a special school. The session explores the use of play, sensory exploration, sensory stories, modelling and other methods to overcome barriers to learning.

Sensory processing - Develop knowledge and understanding of children’s readiness for learning and how best to implement sensory processing strategies to support self-regulation.

Enabling inclusion for leaders - Consider what underpins successful inclusion, for example embedding support structures, realising potential in people, securing funding, identifying strategic priorities, ensuring positive relationships, promoting pupil voice, enabling technologies, capitalising on partnerships, and being aspirational for all.

ASD awareness - Develop your knowledge and understanding of the underlying difficulties experienced by children on the autistic spectrum and explore strategies and interventions that will promote best practice.
For a single cost, our Associate Membership offer includes all the programmes from the Opportunities for Professional Learning offer:

- One-to-one coaching from an Executive Head Teacher
- NQT programme
- Leadership Pathway Programmes
- SEND professional learning opportunities

with the addition of several other programmes:

Peer coaching and support for teachers

Work alongside our outstanding teachers for up to five sessions to develop key aspects of pedagogical practice, tailored to individual or school need.
Partnership moderation and support

Work with teams in the EYFS, Year 2 and Year 6 across our Trust on collaborative moderation.

Enlivening conversation over coffee and croissants!

When do you have the time to discuss current educational topics or the changes in the political landscape?

This is an opportunity for leaders to openly debate and explore relevant updates from the Department for Education, and broader educational developments.

These sessions will run from 7.30 to 9am.

The cost of the Associate Membership Package is dependent on the size of your school:

- Up to 210 pupils: £7,500
- 211 - 420 pupils: £10,000
- 421 - 630 pupils: £12,500
- 631 - 800 pupils: £15,000
- 801 - 1000: £20,000
- 1001 - 1500: £25,000
- More than 1501: £30,000
School Improvement Opportunities

Quality assurance visits
These can be tailored to meet the needs of individual schools, at both subject and/or whole school level. You will be visited by one of our executive head teachers and provided with a detailed, written feedback report. Each visit with report costs £750.

Peer review visits
Quality assurance alongside the Leadership Team. This consists of a half-day visit and highlight report at a cost of £500.

Rapid improvement offer
12-week transformation plan
Up to 210 pupils: £2,500
211 - 420 pupils: £5,000
421 - 630 pupils: £7,500
More than 630 pupils: £10,000

This is a bespoke package tailored to your individual needs, to support the development of your school to support the development of consistently good and outstanding lessons across the school. Using a combination of CPD, learning walks, observation, professional dialogue, team teaching, joint planning, action plans, and/or subject leadership development. Focus areas include:

- learning intentions and teaching sequences to take learners from novice to expert
- whole-school approaches and visible learning in mathematics/literacy
- developing subject leaders and whole school impact
- metacognition, feedback and dialogic classrooms
- using debate and Socratic dialogue for reading comprehension
- using the master approach to deepen understanding in mathematics
- developing a culture of growth mindset in the classroom
- a whole-school approach to outstanding science
- learning environments
- strategic leadership of digital learning
- work with teams in the EYFS, Year 2 and Year 6 within our Trust on collaborative moderation
- twelve contact days with one of our executive head teachers.
Case Study – one of our associate head teachers describes the transformation package provided to one primary school

“I joined the school in order to support and work alongside the Head Teacher to effect rapid improvement in the school. The school had been judged to be good in its most recent Ofsted. However, the quality of teaching, learning and attainment had slipped, and the school was judged as requiring improvement by the local authority.

Initially we identified key areas for rapid school development. These included learning environments, raising attainment and ensuring all staff had high expectations of learning, quality-first teaching with a specific focus initially on reading and mathematics, and structuring clear assessment systems, which would have impact on learning, progress and attainment. I created a targeted school development plan, staff training plan and monitoring cycle, and developed a new system for the assessment and pupil progress cycle. I led the professional development meetings across the targets and supported key members of staff to lead in their areas. Development on learning environments was supported through visits to Compass schools, and opportunities were also provided for peer observations of lessons.

Another thrust of rapid change was attendance, which was well below the national average for persistently absent children. Through a clear action plan targeting all areas of the school and community, weekly monitoring of data and targeted work with the Attendance Advisory Officer and key families, the figure has now risen to the national levels. Alongside this we worked on building staff morale, and provided structured and supportive plans for teachers who needed it. The school is now judged to be good by the local authority.”

‘Through a clear action plan targeting all areas of the school and community, weekly monitoring of data and targeted work with the AAO and key families, the attendance figure has now risen to the national levels.’

An associate head teacher
Other areas of support and how to join us

Becoming a member of the Compass Partnership
If you are interested hearing more about our Trust, the services we offer and/or exploring becoming part of our Trust then please email Kate Jarrett at contact@compass-partnership.com for an informal discussion.

Operational consultancy
We can also offer operational consultancy in a number of areas including: academy conversion project management, IT and communications, website development, finance and business management support, and estates management.