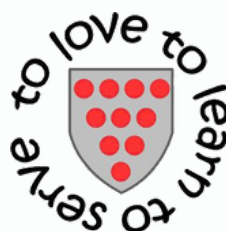


THE CHURCH
OF ENGLAND
DIOCESE OF
WORCESTER

SCHOOL EFFECTIVENESS SUPPORT SERVICE LEVEL AGREEMENT

SEPTEMBER 2025 - JULY 2026



education@cofe-worcester.org.uk



www.cofe-worcester.org.uk/schools



01905 732825

School Effectiveness Support Service Level Agreement

Foreword	I
School Effectiveness Support Procedure and Service Charter	2-5
Package 1	
• Headteacher Performance Appraisal	
• Half Day Review of School Priorities	
• 6 Days of School Effectiveness Support	6
Package 2	
• Half Day Review of School Priorities	
• 6 Days of School Effectiveness Support	7
Package 3	
• Headteacher Performance Appraisal	
• Half Day Review of School Priorities	
• 3 Days of School Effectiveness Support	8
Package 4	
• Half Day Review of School Priorities	
• 3 Days of School Effectiveness Support	9
Core Service 1	
• Headteacher Performance Appraisal	
Core Service 2	10
• Whole Day School Review	
Core Service 3	
• Full Day of School Effectiveness Support	
Core Service 4	11
• Half Day of School Effectiveness Support	
Core Service 5	
• Headteacher/Senior Leader Coaching	12
Core Service 6	
• Ofsted Preparation Pre-inspection Phone Call	13
Core Service 7	
• Ofsted Preparation Reviewing Documentation	
Peer to Peer Review Network	14
Aspiring Church School Leaders	15
Developing Middle Leaders	16
School Effectiveness Support SLA Agreement Form	17

Foreword from the Diocesan Director of Education (DDE)

I am delighted to introduce you to our range of School Effectiveness Support core services, packages and new training opportunities for 2025-2026.

These have been designed to ensure schools receive the bespoke support they need to meet today's challenges. 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.

Schools can purchase their School Effectiveness Support Service Level Agreement (SLA) at any time of the school year and the time allocated will be honoured until it has been used. If a package is not suitable for your current needs, our Core Services, listed on pages 10 - 13, can be purchased separately.

This year we have also introduced three new cost effective training offers for schools. These courses take place across the academic year and are aimed to support the professional development of headteachers, aspiring or serving senior leaders and middle leaders.

- Peer to Peer Review Network
- Aspiring Church School Leaders
- Developing Middle Leaders

Further detail of these opportunities can be found on pages 14-16.

If you have any further questions or would like to discuss the content of packages further, please contact Janine Jenkins on 01905 732825 and she will be delighted to discuss your requirements in greater detail.



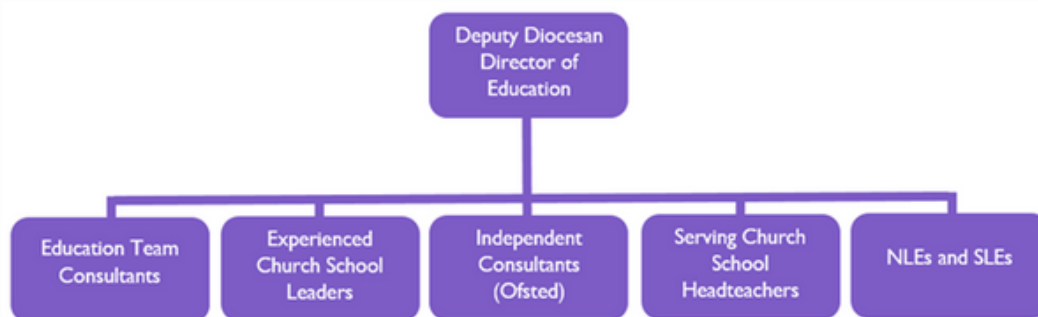
Canon Tim Reid
Diocesan Director of Education

School Effectiveness Support Procedure

School Effectiveness Structure

The School Effectiveness Support SLA is serviced by a team of School Effectiveness Advisers from a range of backgrounds. The SLA makes use of experienced consultants within our Education Team: independent education consultants; experienced church school headteachers and leaders; serving SIAMS inspectors; and serving headteachers. The team is led by the Deputy 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 Governing Body
- 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) using ASP, FFT Aspire & IDSR
- 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 Support Service Level 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 Diocesan Director of Education (DDE). The DDE 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 : £3,100

Headteacher Performance Appraisal

Half Day Review of School Priorities

6 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.

6 Days of School Effectiveness Support

The school effectiveness objectives are used to create an action plan for the 6 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 Deputy Diocesan Director of Education or allocated School Effectiveness Adviser before the package begins.

Package 2 : £2,700

Half Day Review of School Priorities

6 Days of School Effectiveness Support

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.

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Package 3 : £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.

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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 Deputy Diocesan Director of Education or allocated School Effectiveness Adviser before the package begins.

Package 4 : £1,500

Half Day Review of School Priorities

3 Days of School Effectiveness Support

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 Deputy Diocesan Director of Education or allocated School Effectiveness Adviser before the package begins.



Core Service 1 : £400

Headteacher Performance Appraisal

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The School Effectiveness Adviser will:

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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.

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 Service Level 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 Service Level 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 : £450

Headteacher / Senior Leader Coaching

This service includes 6 x 1 hour online coaching sessions across the academic year, one per half term.

All coaches are experienced school leaders, qualified to coach through the Chartered College of Teaching or coach on our suite of CEFEL NPQs, and will support leaders to explore professional scenarios, identify root causes and possible future actions for them and the schools that they lead.



Core Service 6 : £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 7 : £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.

Peer to Peer Review Network

Cost: £200

This four and a half day programme, spanning the course of the academic year, provides a valuable opportunity for colleagues to work collaboratively to develop an understanding of effective monitoring, accurate evaluation of the quality of 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 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	
Training on Peer Review Process	Thursday 23 rd October 2025	10am - 4pm	 In-person
Review 1	Dates will be set by each peer review group following the initial training session.		
Review 2			
Review 3			
Evaluation	Thursday 9 th July 2026	10am - 3pm	 In-person

Aspiring Church School Leaders





Cost: £200

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 at our offices, there is also a half day application session in one of our church schools. 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	
Day 1	Monday 13 th October 2025	10am - 4pm	 In-person
Coaching Session 1	Tuesday 18 th November 2025	4pm - 6pm	 Online
Day 2	Thursday 5 th February 2026	10am - 4pm	 In-person
Coaching Session 2	Tuesday 10 th March 2026	4pm - 6pm	 Online
Day 3 (in school - Option 1)	Thursday 16 th April 2026	9am - 3pm	 In-person
Day 3 (in school - Option 2)	Friday 17 th April 2026	9am - 3pm	 In-person
Coaching Session 3	Tuesday 12 th May 2026	4pm - 6pm	 Online
Day 4	Thursday 18 th June 2026	10am - 4pm	 In-person

Developing Middle Leaders

Cost: £200

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 our offices, there are also online coaching sessions to reflect on delegates' learning, and a whole day application session in one of our church schools.

Focus	Date	Time	
Day 1	Monday 20 th October 2025	10am - 4pm	 In-person
Coaching Session 1	Tuesday 25 th November 2025	4pm - 6pm	 Online
Day 2	Friday 6 th February 2026	10am - 4pm	 In-person
Coaching Session 2	Tuesday 17 th March 2026	4pm - 6pm	 Online
Day 3	Thursday 23 rd April 2026	10am - 4pm	 In-person
Coaching Session 3	Tuesday 12 th May 2026	4pm - 6pm	 Online

School Effectiveness Support Service Level Agreement Form

Name of School or Academy	
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School Effectiveness Package/Core Service/Programme	Cost
Total:	

Headteacher _____

Chair of Governors _____

Signed _____

Signed _____

Date _____

Date _____

**Diocesan Education Team
16 Lowesmoor Wharf
Worcester
WRI 2RS**

Tel: 01905 732825

Email: education@cofe-worcester.org.uk

