



Prince Bishops
Teaching School Alliance

Growing together

M
M
CAMBRIDGE
EDUCATION

Managing Challenging Colleagues

Wednesday 25th April 2018

The Ramside Hall Hotel – Durham – DH1 1TD

Delivering high quality teaching and learning, and supporting your staff in achieving that, are central to your role as a line manager. There are many reasons why a teacher or other staff member might be underperforming; helping these staff to perform well, within a reasonable amount of time, and in doing so keeping them within the profession providing quality education should be priority.

This one-day course will give you:

- Techniques to be relentless while working constructively with colleagues
- Techniques for approaching 'well-defended' teachers
- Skills in negotiating for improvement in the more challenging areas of underperformance in your school.

Staff can react in a number of ways when under a performance review. This course offers ways of tackling the issues which might arise when a challenge is made for improvement. Performance review for professional growth underpins the content of the course.

Who should attend?

Head teachers, senior leaders and all those looking for practical skills in addressing sensitive issues of underperformance.

Why attend?

- Learn how to apply conflict management skills to challenging situations of underperformance.
- Discover strategies to improve listening, coaching and critical feedback skills.
- Find out how to negotiate meaningful targets and contract for improvement.
- Learn ways of utilising informal procedures to establish solid grounds for formal procedures if necessary.

Course objectives

- Responding to the challenge of underperformance.
- Develop your confidence to address those difficult conversations.
- Understanding and motivating difficult colleagues.
- Focus on the core issues when addressing challenging situations.
- Problem-solving approaches and strategies.
- Link performance management within the context of school improvement.
- Develop your leadership style to achieve a positive outcome from tough conversations.
- Preparing for formal procedures.



Prince Bishops Teaching School Alliance

Whitburn CE Academy
Whitburn, Sunderland
Tyne and Wear, SR6 7EF

Benedict Biscop CE Academy
Marcross Drive, Moorside
Sunderland, SR3 2RE



T: 0191 529 4202 M: 07896 665 670 www.pbtsa.co.uk

Benedict Biscop
CE Academy

Cleaton
CE Academy

St Paul's
CE Primary

Venerable Bede
CE Academy

Durham
SCITT

Whitburn
CE Academy

Newcastle High
School For Girls



Prince Bishops
Teaching School Alliance

Growing together

M
M
CAMBRIDGE
EDUCATION

Managing Challenging Colleagues

Chris Dowsett – Cambridge Education consultant



Chris Dowsett has extensive experience in education as a consultant, senior local authority manager, adviser, trainer for schools and as a school inspector. Chris' wide-ranging experience includes training on reforms, best value, change management, school support, interim management, SEND and inclusion. Recent work has included inspection and training services to both mainstream and special schools. Lead trainer for Effective Classroom Observation and Inspecting British Schools Overseas, Chris also leads CPD for performance Review, professional growth, managing challenging colleagues and tackling underperformance.

Agenda

- 09.00 Registration and coffee
- 09.30 **Session 1: Identifying underperforming colleagues**
- 10.00 **Session 2: Perspectives on underperformance and conflict**
- 11.15 Refreshment break
- 11.30 **Session 3: Understanding the other side**
- 12.30 Lunch
- 13.30 **Session 4: Practical techniques and strategies**
- 14.30 **Session 5: Embarking on formal procedures**
- 15.15 **Session 6: Setting a positive culture**
- Plenary
- 15.30 End

Cost **£225 per delegate**
(representing a £75 reduction)



Prince Bishops Teaching School Alliance

Whitburn CE Academy
Whitburn, Sunderland
Tyne and Wear, SR6 7EF

Benedict Biscop CE Academy
Marcross Drive, Moorside
Sunderland, SR3 2RE



T: 0191 529 4202 M: 07896 665 670 www.pbtsa.co.uk

Benedict Biscop
CE Academy

Cleaton
CE Academy

St Paul's
CE Primary

Venerable Bede
CE Academy

Durham
SCITT

Whitburn
CE Academy

Newcastle High
School For Girls



Prince Bishops
Teaching School Alliance

Growing together

M
M
CAMBRIDGE
EDUCATION

Managing Challenging Colleagues

Testimonials

'Excellent range and balance of table discussion with burst of very valuable knowledge shared today – thank you!'

'Plan to use it daily when dealing with any member of staff. Lots of strategies for daily life in school.'

'Real life problems and solutions; practical support and advice was given today.'

'Although the course was aimed at people slightly higher up than me (senior rather than middle leaders) I found there were lots of strategies for me as well.'

'Engaging strategies, all opinions considered. Informative materials.'

'Ensure evidence is used further in PM process.'

'Relay key messages to SLT and decide on a plan of action.'

'Immediately making a list of key points and a list of to do!'

'Covered more than I expected.'



Prince Bishops Teaching School Alliance

Whitburn CE Academy
Whitburn, Sunderland
Tyne and Wear, SR6 7EF

Benedict Biscop CE Academy
Marcross Drive, Moorside
Sunderland, SR3 2RE



Benedict Biscop
CE Academy



Cleaton
CE Academy



St Paul's
CE Primary



Venerable Bede
CE Academy



Durham
SCITT



Whitburn
CE Academy



Newcastle High
School For Girls

T: 0191 529 4202 M: 07896 665 670 www.pbtsa.co.uk