

COMMUNICATE

SCHOOLS EDITION



brought to you by **Qudos**

Update on liP – and other exciting CPD opportunities...

...build an **even better school** through Investors in People

2005 was another busy and exciting year for the Qudos team. Hampshire and the Isle of Wight have one of the highest levels of Investors in People Recognitions for schools in the country with over 400 schools having achieved the award or in the process of doing so. Along with our colleagues at Commitment Plus we have played a major support role with the large majority of these schools and continue to do so.



Post Recognition support

We have 4 workshops being held between April and July for those schools who have not attended one over the past 12 months. These new workshops are just half a day and focus, in particular, upon the new requirements of the current standard. It is critical that you understand these differences in order to achieve a successful outcome for your next review.

Call us to secure a place - the workshop dates are as follows;

**25th April 2006 at Lysses House Hotel, Fareham
3rd May 2006 at Holiday Inn, Southampton
15th June 2006 at Lysses House Hotel, Fareham
21st June 2006 at Winchester Professional Centre**

If you have a question or query that you think could be addressed on the phone please call us.

Funding Matters

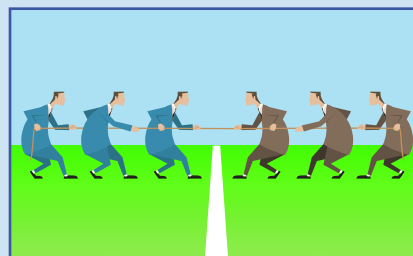
Unfortunately, there are no longer any subsidies for schools to undertake first liP assessments or subsequent reviews. However, Qudos will continue to provide low cost/high value support. Please call us for more details.

Links between Ofsted requirements and Investors

Dorothy has recently undertaken a national research project on behalf of liP UK Ltd to identify the compatibility, links and gaps between the two frameworks. The findings support the very strong links and will be available from the end of April.

For more information on the above contact Margaret Faulkner or Dorothy Shirvell
via 02380 66 86 25 or qudos@qudos.net

How do you make your team pull together? Even better, how do you make them fly?



Development Workshops for Support Staff

Through our contact with schools we are frequently asked about relevant development activities for support staff (any non-teaching staff). There does appear to be a shortage of good quality, topical training and we have responded to this need by designing a number of one day workshops.

These have been running for over two years now and over 200 delegates have attended. These courses are practical, interactive and relaxed. We provide useful tools to take away and use back at school and each delegate produces an Individual Action Plan which should be implemented with the support of their line managers. Schools have found them enormously beneficial. Don't just take our word for it! See below for feedback from previous delegates...

“A very enjoyable session which gave lots of ideas and essential advice” JH

“The workshop reminded me of what we should be doing, and inspired me to develop a better system that will be more meaningful for all support staff” ST

“Very successful day – I've got lots of ideas to take back with me” SP

Date	Venue	Workshop
27th April	Lysses House Hotel, Fareham	Performance Review for Support Staff
24th May	Lysses House Hotel, Fareham	Managing a Small Support Team in a School
7th June	Lysses House Hotel, Fareham	Managing Challenging People and Difficult Situations at School
28th June	Lysses House Hotel, Fareham	Performance Review for Support Staff
12th September	Lysses House Hotel, Fareham	Managing a Small Support Team in a School
28th September	Lysses House Hotel, Fareham	Time Management for Support Staff
5th October	Lysses House Hotel, Fareham	Performance Review for Support Staff
8th November	Lysses House Hotel, Fareham	Time Management for Support Staff

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You don't need to tell us this is one of the toughest jobs around...

...and the pressures on those carrying out the role of Head Teachers can be enormous. Our work on Investors brings us into close contact with many of you and we can see at first hand how those pressures can affect the stress levels, work life balance and general wellbeing of those individuals.

NEW COACHING PROVISION FOR HEAD TEACHERS

Dorothy and Margaret are experienced coaches who support many senior executives from business on a one to one basis. Our approach to coaching is about identifying individual, and in this case, school goals, exploring any barriers and helping the Head Teacher to find practical ways to resolve any problems. As professional coaches from outside the education world, but with a good understanding of it, we believe we can bring an unbiased, objective and very supportive dimension.

We are offering a new coaching service which will provide 5 coaching meetings over 5 months for £1000 + VAT. The sessions can take place at school or offsite.

This is for any Head Teacher who needs to develop a clear focused approach to tackling the challenges of their role and would benefit from the support of someone from outside the school with a fresh approach. Coaching is especially valuable for new Head Teachers or those who have recently moved schools.

KEY BENEFITS

- Someone to share things with when the going gets tough
- An approach that focuses on taking action and getting results
- The objectivity that only someone from outside the school can bring
- A confidential supportive sounding board that will help you identify your own solutions

We understand the importance of building a rapport with our clients. In recognition of this we are offering a short introductory session, free of charge, to ensure that we are the right coaches for you.

LOOKING AFTER YOUR OWN WORK LIFE BALANCE

Work Life balance is still a hot topic within Education. Workforce remodelling is attempting to bring about some changes which will impact positively on the work life balance of some groups within schools. Many schools have worked really hard to raise the profile of work life balance and have organised INSET activities for the whole school team. There is still a long way to go!

Again, responding to requests from Head teachers we have designed a day to help Senior Managers to reflect on their own work life balance in an environment which will provide time away from school and home just to focus on you!



KEY BENEFITS

- To re assess what's important in your life
- To identify changes that need to be made to achieve the balance you desire.
- To acquire some strategies to achieve and maintain the balance.
- To commit to taking actions to bring about change.

Join us for a reflective, refocusing and relaxing day which is designed to kick start your own personal future work life balance strategy. Cost is £135 per person.

For more information on the above contact Margaret Faulkner or Dorothy Shirvell via 02380 66 86 25 or qudos@qudos.net



**OUR TEAM
CAN MAKE A REAL
DIFFERENCE...**

...TO YOUR TEAM



SMT TEAM BUILDING - THE OFFSITE APPROACH

We work with many SMTs and recognise the value of getting the members of the team offsite to reflect upon how well the team currently works together and identify areas for further development to achieve even greater team cohesion and effectiveness.

The event can be half or full day and will be designed around your team needs using some tried and tested team building techniques.

Costs will start at £500 for a half day offsite activity but would depend upon venue and numbers.



We have worked with hundreds of schools to design tailor made activities that target specific needs.
Please contact us if you would like any help or advice for your team.

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