

## **John Taylor High School, Staffordshire**

John Taylor High School is a larger than average comprehensive for boys and girls with just over 1400 11–18 pupils and a sixth form of around 300. The school's first specialism is Science. In 2007 OFSTED judged the school to be outstanding with leadership & management also judged to be outstanding in every category. Leadership development has always been a high priority in the school with a distinct section in their school improvement plan each year.

The school chose the Leadership Partner School option not only because leadership is a strength in the school, but also because they had identified it as an area of continuing development if they were to maintain their outstanding status during a more challenging recruitment period. Additionally, the school had a significant number of high quality leaders at all levels that were looking for new challenges and opportunities for professional development.

John Taylor School also wished to build upon its already well established links with the educational community in Staffordshire that it had built up through its Science specialism and headteacher networking. The additional capacity for partnership work that involvement as a Leadership Partner School would bring was seen as a very positive element of the programme.

Their school based activities are driven by the belief that a focus on high quality leadership, for staff and pupils, is the best way to ensure that high standards of pupil achievement and attainment are secured. Opportunities for development for staff at all levels are available including 'Lead Teacher' roles for everyone with a TLR, internal ASTs and a middle leader programme that wraps around 'Leading from the Middle' & 'Leadership Pathways. Staff at John Taylor High School also have access to many of the leadership activities that the school is supporting through its partnership work. The school also has quantifiable targets for the engagement of pupils, both on programmes and as leaders on the ground.

The real strength of the school's partnership work is the way in which they have worked with the LA to secure ownership and engagement by all of the schools. Since their designation as a Leadership Partner School they have been working with other schools, the LA succession planning team and the regional NCSL National Succession Consultant to produce a manifesto for leadership development and succession planning in Staffordshire. These plans include a Virtual Leadership Centre, mentoring and coaching provision for aspiring leaders, a succession planning network for Headteachers that will also examine 'future leadership' and a flexible internship programme.

Through the networking arrangements associated with the YST the school also hopes to work with a number of Sports Colleges over the next few years.