

Tailor-made professional development and consultancy services

The Association of Professionals in Education and Children's Trusts (Aspect) has developed an excellent reputation for delivering a range of high-quality professional development programmes and consultancy services.

Delivered in a constructive and clear manner, Aspect has previously worked with a wide range of local authorities and organisations to deliver tailor-made programmes. The programme will provide you and your organisation with an opportunity to reflect on the significant issues facing professionals working in educational improvement and children's services and help with effective team building.

As well as providing half-day workshops, day courses, three-day programmes and two-day conferences, Aspect is now extending its tailor-made professional development programme to take account of the changing national agenda for education.

This year elements of the following national courses will be offered on a tailor-made basis:

- 'Sustainable Improvement: Using Key Tools to Develop an Environment Promoting Effective Performance Development'
- 'Uniting Theory, Policy and Practice: Modules 1-3'. Module 1: 'Sustaining School Improvement', Module 2: 'Learning About Learning', Module 3: 'Working Alongside Schools That Find it Hard to Improve'
- 'Supporting Schools in Working in Partnership Within the Children's and Young People's Services Agenda'
- 'Strategic Leadership'
- 'Understanding the Big Picture for Education'

Further information on these programmes can be found in Aspect's professional development 2005/6 brochure.

In addition, Aspect will also be offering tailor-made courses in:

- Half-day and whole-day sessions on 'Project Management'
- Half-day or whole-day sessions on 'Managing a Work-life Balance'
- 'Evaluative Writing' – half-day or whole-day sessions

Aspect's tailor-made services can be supported by **Personalised Career Review and Coaching** for individuals and organisations. Further details can be found on page 4.

Building Capacity to Support Improvement: Supporting Schools in Developing Effective Self-evaluation Processes

Good quality school self-evaluation is integral to the 'New Relationship with Schools' and to meeting the demands of the *Every Child Matters* agenda. Developed in collaboration with the University of Cambridge's Faculty of Education 'Leadership for Learning' team, this new two-day tailor-made programme has been devised to support those working with schools to establish effective school self-evaluation processes.

The programme aims to:

- Support intelligent accountability
- Establish the key principles underpinning school self-evaluation
- Consider the research base around school self-evaluation
- Provide ways of identifying the stage individual schools are at in establishing effective school self-evaluation processes
- Enable those supporting schools to develop a tailor-made approach to school self-evaluation
- Provide a range of useful tools
- Build the capacity of individuals and organisations to engage in effective school self-evaluation.

Follow-up courses can be provided on:

- The use of data
- Dialogue for review – being an effective 'critical friend'
- Evaluative writing.

Professional Development and Performance Management for Educational Improvement Teams

Reflecting on best practice in performance management and professional development, this tailor-made programme provides advice on aligning corporate and team processes. Participants will be able to examine and discuss processes and frameworks that can be used for performance management and professional development in the context of their own local authority. Review processes will be demonstrated using Aspect's updated *National Standards for School Improvement Professionals*, and individuals will practise self-review, advocacy and enquiry skills in a performance management framework. Participants will be expected to reflect on their own performance, and begin to assemble a professional portfolio. Local authorities will be able to make use of team review activities. There is also a possibility that the programme can be extended to include 360° degree review and feedback.

The programme covers:

- Key principles of performance management systems
- How to use standards and frameworks for professional development
- Performance review, including self-review, team review and 360° degree review
- The skills of line management
- The review process, and the skills essential to its effectiveness
- Building and using portfolios
- Planning, implementing and evaluating professional development programmes.

'Professional Development and Performance Management for Educational Improvement Teams' is specifically designed for team leaders working in local authorities; leaders of professional development teams; professionals developing or managing performance management systems; and advisers and consultants working with others to develop systems of professional development and performance management.

Consultancy services for local authorities

Aspect's reputation for delivering widely-recognised professional development programmes means that we are now in a position to expand the range of consultancy support we can provide to local authorities. As well as employing a team of skilled associates – who have skills and knowledge in a range of areas – Aspect's consultancy services aim to provide an honest self-appraisal of capacity, and conduct evaluation and review work in such a way as to inform and enhance future developments.

Ten good reasons to use Aspect's consultancy services...

- 1 Aspect is a highly principled organisation, which has a strong public service ethos
- 2 Aspect's 'Code of Practice' explicitly asserts the shared common ideals about the importance of education to individuals of all ages and to society at large and a belief that: standards and quality in education can be improved through the intervention of inspection, advice, support and training and that consistently high professional standards among its members can make a positive contribution to better educational practice
- 3 Aspect has gained a reputation for the high quality of all of its work; it exhibits a commitment to the organisational and personal development and is able to generate trust quickly with teams and individual colleagues
- 4 Aspect is keenly aware of contemporary developments and pressures, and is sensitive to the change programmes currently being experienced within local authorities
- 5 Aspect employs a wide range of highly-skilled associates who possess an extremely diverse set of skills, knowledge and understanding
- 6 Aspect works with organisations and individuals, and is keen on building corporate responsibility, accountability and awareness within organisations
- 7 Aspect represents educational improvement professionals working in England, Scotland, Wales and Northern Ireland. This brings a unique set of networks and ensures the Association has an understanding of present-day issues and can respond with appropriate sensitivity
- 8 Aspect's consultancy services rates are very favourable in comparison with other providers, as the Association is a non-profit making organisation
- 9 Aspect played a leading role in realising the *National Standards for School Improvement Professionals*, the first-ever national framework for educational improvement professionals
- 10 Aspect has established widely-recognised professional development courses tailored to meet the needs of a demanding and ever-changing education and children's services sector.

If you are interested in Aspect's tailor-made professional development programme and range of consultancy services, contact Judith Hibbert, Head of Professional Development, on 07968 322969 or email judith.hibbert@ntlworld.com for further information.

Personalised Career Review and Coaching

Developed from Aspect's own practical experience of working with members and organisations who say they want to be more proactive in preparing for the future, 'Personalised Career Review and Coaching' is a brand-new service from Aspect. Ideal for individuals, teams and organisations who wish to plan for succession and build capacity, the programme can be offered on a one-to-one basis or in small groups, and has already been purchased directly by individuals and local authorities wishing to support employee development in a rapidly-changing environment. For further information contact Jill Baxter on 01226 383428 or email info@aspect.org.uk.