



**LINCOLNSHIRE**  
TEACHING SCHOOL ALLIANCE



**SCHOOL IMPROVEMENT TEAM DIRECTORY:**  
**School to School Support**



## WELCOME TO THE LTSA SCHOOL IMPROVEMENT TEAM DIRECTORY...

**LTSA is a group of schools who are committed to supporting the development and improvement of each other.**

A key element of this support is the opportunity to access the expertise of professionals working in Alliance schools. To that end, schools have identified experts across a wide range of areas who have the skill set to be able to support other schools in the alliance. In recognition of the skills they have and the track record of supporting school improvement, these experts have been accredited as Specialist Leaders of Education (SLE). As well as their specialism, many of our SLEs have other areas of expertise and interest.

If you would like to commission the support of an SLE please use the S2S request form at the following link:  
[www.lincolnshiretsa.co.uk/page/?title=Types+of+Support&pid=214](http://www.lincolnshiretsa.co.uk/page/?title=Types+of+Support&pid=214)

If you have other staff who you feel should be part of this team then please see the link on the LTSA website or contact the LTSA central team ([s2s@lincستا.co.uk](mailto:s2s@lincستا.co.uk)) to discuss further.

# LEADERSHIP & MANAGEMENT



**Nigel Dawson**

Head of Sixth Form

- I am currently Head of Sixth Form and would be happy to advise on any Sixth Form related matters.

**SPECIALISM**  
*Sixth Form*



**Simon Evans**

Deputy Headteacher

- Simon is a Deputy Headteacher at a large secondary school.
- He is a Maths teacher and has held a leadership role within his school for 8 years.
- He has led and supported middle leaders with all the national curriculum changes.
- His particular areas of expertise are curriculum design, timetabling and in school data analysis.
- He has implemented effective change in lots of areas and is highly confident to deliver training sessions. Using data to drive progress is a passion of his!

**SPECIALISM**  
*Curriculum and Data Support*



**Racheal Greenfield**

Subject leader for Geography

- I am interested in becoming a specialist to develop and help other teachers, either in a subject specific role through Geography or providing help and advice about leadership and management issues. This will hopefully help other teachers raise achievement in their school.
- I already have experience in mentoring a Head of Department. I have been part of the improving teacher programme and outstanding teacher programme where I have helped mentor staff on this scheme.
- I have led and managed an underperforming department which has significantly improved over the five years that I have been at the school. The strategies that I have used to do this and methods I have used to deal with difficult colleagues give me experience that I can share with other Heads of department that may be in a similar position.
- I am currently part of a coaching initiative which has helped develop skills with communication and will ultimately help raise achievement at the school.

**SPECIALISM**  
*Middle Management*

Assistant Headteacher

**John Kingdom**



**SPECIALISM**  
*Assessment*

- Assistant headteacher assessment and progression and geography teacher.
- Key areas include assessment data and how to use it; analysis of data using SISRA; marking and feedback; international schools; careers strategy and information, advice and guidance; enterprise and challenge in schools; extra-curricular including DoFE
- I have been teaching for 10 years; before that I served as an officer in the Army for 17 years

Deputy Headteacher

**Jonathan Knowler**



**SPECIALISM**  
*CPD, Performance Management, Classroom practice, Support for ITT*

- Area(s) of specialisms offered: CPD, Performance Management, Classroom practice, Support for ITT, HR and Teacher Recruitment
- In the current educational climate, S2S support is imperative if we are to work collaboratively to raise standards in education.
- Underpinning the quality of teaching and learning is staff development and through my current role as Deputy Headteacher (for 5 years) in an Outstanding School.
- I am happy to offer support and advice on how to develop and maximise the potential of your staff to improve the quality of learning for students.

Assistant Head/Head of Sixth Form

**Nick Newbold**



**SPECIALISM**  
*Leadership of Curriculum (post-16)*

- I am currently Assistant Headteacher and Head of Sixth Form in a large comprehensive school, where the Sixth Form has over 500 students.
- Prior to this post I was an AST and have been Head of Department in two schools.
- My main areas of interest are Post-16 leadership and outcomes and teaching and learning in the school, along with supporting History as a subject specialism.

Deputy Headteacher

**Tim Verdon**



**SPECIALISM**  
*Curriculum*

- Tim is responsible for curriculum and student progress.
- He has taught Mathematics in a variety of Lincolnshire Schools for 25 years, and for a period of three years was the Lincolnshire lead Mathematics consultant with the school Improvement Service between 2004 and 2007.
- He is been part of school leadership team since 2008 and is experienced at leading whole school training and individual coaching.
- Currently responsible for curriculum modelling and building he is keen to develop colleagues expertise in this area in the presently challenging world of school finance.

# PUPIL ACHIEVEMENT



**Anna Appleyard**

Head of Languages/  
Lead Professional T&L

- As a member of the Senior Leader Team within school, my roles involve liaising with staff and students across the school and the wider community.
- The area of specialism I have as an LTSA consultant is More Able & Talented as we are the only school in Lincolnshire to hold the Gold Star Award from Potential Plus for our work with high ability pupils and their families.
- We have developed systems in school which track and support our MAT pupils elected within subject areas, but also our High Ability Pupils.
- I have developed my role further by becoming a Gold Star Assessor for the charity to maintain a secure level of good practice and develop a whole school approach to Challenge and Differentiation.

**SPECIALISM**  
*More Able & Talented*



**Jo Baker**

Head of Art & Design

- Delivered feedback specific training for LTSA SCITTs for three years and have a deep interest in all aspects of the craft of teaching
- Run a blog which showcases work from classrooms across the globe. (9picsaday.blogspot.co.uk.)
- Interested in how we can use social media to our advantage in highlighting and showcasing students' work to a wider audience, as well as sharing and developing ideas with a broad and diverse network of teachers. Through this network of teachers, I have had the opportunity of delivering a presentation on the Power of the Visual, and have also presented at three teachmeets across Lincolnshire. I have also organised a very successful teachmeet.
- Currently working as the subject mentor for Art & Design for ITT trainees, and I am very interested in all aspects of training and developing new teachers.

**SPECIALISM**  
*Art & Design, Feedback*



**John Bentley**

Head of Science

- Head of Science in a comprehensive school with a growing sixth form
- Ten years previous experience in a school with a large and established sixth form
- My main interests are in establishing a science curriculum offering access to all, developing good practice in the classroom and mentoring colleagues.

**SPECIALISM - Science with a Middle Leader Role**



**Sophie Bielby**

Director of Humanities /  
Head of History

- I have previous experience of working with trainee teachers and NQTs as part of my role as ITT coordinator, where I helped to implement a new induction and training schedule for new starters.
- I have a particular interest in planning for progress and effective feedback, for which I have delivered cross federation CPD.
- Moreover, I have mentored heads of departments through S2S support and currently manage 3 heads of department within my faculty.
- I can also provide support with planning curriculums and assessments in History.

**SPECIALISM**  
*History*

SLE, Teacher of MFL

**Fiona Cameron**



- SLE for MFL
- Main specialism is MFL
- Have been involved in CPD training
- I regularly chair the LTSA Network forums for MFL
- I have assisted schools with departmental reviews, audits and interviews for HoDs

**SPECIALISM**  
*Modern foreign languages (MFL)*

Head of Art

**Stephen Cole**



- With over 25 years of teaching experience, 15 years as a Head of Year before becoming Head of Photography and then Head of Art.
- With teaching specialisms in Photography and Graphic Communication, he is also an AQA Senior Moderator and Team Leader for A-Level Art and Design.

**SPECIALISM**  
*Art (Photography), Raising Standards*

Assistant Headteacher

**Sandra Coupland**



- Assistant Head teacher with many years experience of SLT
- \* Supporting NQTs through induction
- \* Supporting trainee teachers
- \* Strategic overview of CPD to help raise attainment
- \* Very experienced lesson observer

**SPECIALISM**  
*Art*

Head of Humanities

**Lizzie Crean**



- Humanities curriculum design which promotes engagement and progress
- Effective and efficient marking and feedback
- Using humanities subjects to improve literacy and mathematical fluency
- Stretch and challenge to ensure progress for all
- Supporting teachers through mentoring and coaching
- Raising standards and attainment in Humanities subjects

**SPECIALISM**  
*Geography, Humanities*





## Tom Davidson

Lead Practitioner

- I am Lead Practitioner and have held Head of Science and pastoral Head of Year posts previously.
- My current role includes science outreach work with year 5 and 6 teachers specifically, providing training for working scientifically, numeracy and literacy within the KS2 science curriculum and KS2/KS3 transition.
- My role also includes promoting the sciences within our academy by hosting science based events and other activities to fire the enthusiasm of our future scientists including STEM extra curricular activities for our KS4/5 pupils based around building and maintaining racing motorcycles.

SPECIALISM

Science



## Chris Dobbs

Assistant Headteacher

- My interests as a science SLE are general sciences from KS3 to GCSE and specifically chemistry at post-16.
- I have worked with departments across the county and have developed CPD programmes for the Lincolnshire Science Learning Partnership.
- Over the past few years I have worked with undergraduates studying degree science and post graduates working towards QTS.
- My current role is Assistant Headteacher with a responsibility for teaching and learning. I have held positions as the head of chemistry, the head of science and AST in schools across the county.
- I have interest in lesson structure and learning cycles maximising progress.

SPECIALISM

Science



## Giles Ennis

Associate Assistant Headteacher

- Having successfully managed an outstanding Science department for several years, Giles is now an Associate Assistant Headteacher (Teaching & Learning and Curriculum).
- He is a National STEM expert and a registered mentor for the Institute of Physics.
- He is a Physics specialist and has provided school to school support for science departments in the county.
- He is happy to provide support with Physics, Science and aspects of Teaching and Learning and curriculum design.

SPECIALISM

Physics



## Eleanor Garbutt

Assistant Headteacher

- I have 18 years of experience leading English and Literacy learning in range of settings. Currently I lead a large faculty in a secondary modern academy where we have significant literacy and EAL learning needs to cater for. I worked in Lincolnshire and nationally for 4 years as an accredited National Strategy Literacy Consultant and am a qualified school inspector.
- I am passionate about supporting rapid improvements in literacy both across the curriculum and in English lessons. I have particular interests in; how assessment and feedback supports learning, how literacy and language skills are developed effectively and phonics.
- I have supported middle leaders in many schools to establish and develop their roles and to improve the outcomes of their practice through effective monitoring and evaluation, data tracking and intervention.

SPECIALISM

English & Literacy



KS3 Mathematics Lead

## Linda Greaves

- I have taught across Key Stages 1 to 4: KS1 and 2 as a class teacher, Mathematics subject Leader, Assessment Lead for KS1 and KS2, MaST teacher, KS2 Coordinator and Lead teacher for Mathematics. I am now KS3 Mathematics Lead and teach in KS3.
- My area of interest and expertise is Mastery teaching within Maths in KS3, and across KS4 for those students who find the subject of Maths difficult.
- I am also an advocate of assessment for learning, including making assessment manageable and useful.
- Growth Mindset is another area that I am interested in and I have been involved in rolling out the introduction of Growth Mindset across the Academy and the Federation.

SPECIALISM

Maths



Head of Geography

## Dave Hackett

- Current role: SLE, Head of Geography and member of the T&L team
- Recent additional roles: Head of Sixth Form, BTEC Quality Nominee, Geography AST
- Areas of specialism include: Subject specialism in Geography. Experience as a School to School support agent; SCITT trainer
- Pedagogy and practice for the developing teacher. Co-devised and currently lead the LTSA 'Developing Inspiring Teachers' programme
- Sixth Form teaching

SPECIALISM

Geography



Head of English

## Sinead Hanson

- I am currently Curriculum Leader of English and a member of the Witham Learning Network team who support teaching and learning across the academy. My areas of specialism and interests include:
  - Effective and efficient marking and feedback.
  - Using Accelerated Reading to improve literacy
  - Stretch and challenge to ensure progress for all.
  - Stretch and challenge for low ability groups
  - Supporting teachers through mentoring and coaching.
  - Raising standards and attainment in English.
  - Supporting NQTs and Teach First participants in English.
  - Using SISRA to target students for intervention.

SPECIALISM

English



Senior Teacher, Head of Year

## Chris Harrison

- I have taught for many years in a number of different schools as teacher, HoD and AST.
- Throughout this time I have supported colleagues in improving their long term practice and have had a positive impact on results.
- My work on exam data was recognised by Pearsons as exemplary and was used at SSAT conference as best practice.
- I love SMARTboards, and the impact they can have in the classroom to improve teaching, learning, engagement and reducing long term workload for staff.

SPECIALISM

Maths



## Chris Hill

Assistant Headteacher

- Currently Assistant Head Teacher responsible for SEND, 6th Form, data and progress of groups.
- Previous posts as Science AST and Head of Department.
- Worked for CfBT School Improvement Service as a Science Consultant
- Currently running the Science Collaborative network for LTSA
- Areas of strength include Leadership and Management, data and assessment and curriculum design.

**SPECIALISM**  
*Science*



## Judith Hill

Gifted & Talented Coordinator

- As holder of a cross curriculum post I have contributed to a number of working groups, focussing attention on more able and talented students; an example being the introduction of AS level studies for KS4 students; I evaluated this initiative for the NACE/GSHA Atlas project.
- When delivering CPD I encourage the use of research based methods; I hold a Postgraduate Certificate in Advanced Educational Practice (Gifted and Talented Education). I have supported our International Schools work.
- My M.Ed. was awarded for a thesis related to curriculum development in Physics.

**SPECIALISM**  
*Support for more able pupils*



## Heather O'Neill

Teacher of Design & Technology (Food)

- I have a scientific background as I hold qualifications in food science and technology.
- I am currently a food technology teacher delivering Ks3 and Ks4 food.
- I have also supported primary schools in the delivery of cookery lessons.
- I can deliver a wide range of cooking skills.

**SPECIALISM**  
*Design & technology (Food Technology/Catering)*



## Marie Muir

Assistant Headteacher

- I am currently employed as an Assistant Headteacher with the responsibility for Teaching & Learning: Classroom Practice.
- My educational background is in Arts and Cultural Education and I have undertaken work for the Arts Council as a SLE.
- My main areas of expertise are in developing outstanding teachers and teaching and learning in all curriculum areas and working with staff that require additional support.
- I have a wealth of educational experience across all sectors and age groups.

**SPECIALISM**  
*Development of Arts & Cultural Education within schools, and Teaching and Learning*



Teacher of Mathematics

## Janey Orum

- I have previously been a member of the Learning Network supporting teaching and learning across the academy. One of my additional roles has been as a mentor, successfully mentoring trainees all who achieved excellent outcomes. My areas of specialism and interest include:
  - Supporting teachers and trainee teaches through coaching and mentoring.
  - Differentiation, stretch and challenge in the Mathematics classroom.
  - Effective and efficient marking and feedback.
  - Promoting Literacy within the Mathematics classroom.
  - Developing problem solving within Mathematics.

**SPECIALISM**  
*Mathematics*

Head of English and Whole School Literacy

## Sarah Peacock

- Curriculum Design for English: developing five year programs of study in line with GCSE specifications and the National Curriculum;
- Teaching and Learning: disseminating and embedding effective teaching strategies into schemes of learning or to use across all subjects;
- Growth Mindset: creation of Growth Mindset ethos across department and whole school with a range of systems to support;
- Intervention: working with learners to improve outcomes from Yrs7-13;
- Extracurricular: advice and practical strategies to improve extracurricular provision in English, thereby improving Whole School Literacy;
- Whole School Literacy: practical strategies to embed literacy across whole school.



**SPECIALISM**  
*English*

Head of Department,  
Design & Technology

## Ben Price

- Having worked for a leading examination board for the last 12 years, he has worked as a moderator and expert examiner for GCSE Electronic Products, Graphic Products, Resistant Materials, A-Level Product Design and is currently Principal Moderator of GCSE Electronic Products. Ben has also been involved in writing exam papers for GCSE Electronic Products and Resistant Materials.
- Support to teachers over Lincolnshire, Nottinghamshire and South Yorkshire has seen him develop department structures, procedures, projects, carousels, departmental structure, designing projects, coursework moderation, coursework support and writing schemes of work and mapping specifications to projects.



**SPECIALISM**  
*Design & Technology, Quality of Teaching; Working with ITT and NQTs*

Head of Business/ICT

## Nigel Richards

- I have resided over a department which has consistently produced good or outstanding results over the last ten years including the highest results achieved nationally in August 2012 for business studies. The total group of 18 pupils, seven of those achieved A\* with the remaining eleven learners achieving 'A' grades.
- Previous initiatives I have headed up was putting a successful bid together to run a Young Apprentice level 2 programme in retail which benefited all learners who were enrolled on the course.
- I want to enhance and make learning memorable for all learners and unlock that (in some cases) resistance to learn by inspiring learning through organised educational visits as well as guest speakers.



**SPECIALISM**  
*Business Studies/ Vocational ICT*



## Alex Samson

Head of RE

- I have been Head of Religious Education for over 13 years. During this time, I have successfully led the department in moving from Short Course entries only to whole cohort Full GCSE entry and have also overseen the introduction of A Level Religious Studies.
- I have a keen interest in all aspects of teaching and learning, though much of my work has involved a specific focus on Feedback. I was involved in the organisation of a 'Teach Meet' which was very successful.
- I have been involved in the planning and delivery of whole school CPD including designing a programme for RQT's and most recently leading sessions on Feedback, with a specific focus on how to ensure this is manageable, meaningful and effective.

**SPECIALISM**  
Religious Education  
(RE)



## Julie Shaw

Head of Geography

- I am Head of Geography at a comprehensive school in Lincolnshire, I am interested in supporting Middle Leaders from all areas of the curriculum as well as Geography
- I am very interested in supporting departments with the curriculum changes at both KS4 and KS5
- I have led whole school CPD for "aspiring middle leaders" and "questioning"
- I regularly support new teachers and teachers who need support with lesson observations and planning
- I work closely with WJEC both as an examiner for GCSE and AS/A2 Geography

**SPECIALISM**  
Geography



## Rob Spencer

Assistant Head of Maths

- I have had responsibility for piloting A-level at our 6th form campus, and been an active member of our mentoring scheme for both NQTs and those of my colleagues who are seeking to improve to what was "outstanding".
- I am also very involved in extra-curricular lunchtime clubs and after school exam prep maths classes for year 11s. I have helped write and develop schemes of work over most of my teaching years, and am known for my exceptional organisational skills.

**SPECIALISM**  
Maths



## Sarah Steele

Head of Geography

- I am interested in developing other Geography departments from a teaching and learning perspective with a particular focus on planning, marking and progress as well as resource development.
- I have been part of the Outstanding Teacher Programme, as a result, I have mentored/coached other members of staff.
- I am motivated and passionate about my own department's success and I am looking forward to sharing with other departments.

**SPECIALISM**  
Geography



## Helen Trimble

- I am currently a senior leader responsible for the coordination of CPD in a large secondary school. I am also Induction Tutor for our NQTs and part of the Teaching and Learning Team.
- I work closely with LTSA as Lead Facilitator for the Embedding Quality Leadership programme and I manage the Inspiring Excellence and Developing Inspiring Teaching programmes.
- Prior to this I was an AST and I have been Head of Art in two schools. I am currently the SLT link for the Art department.
- I am interested in supporting middle leaders and developing Teaching and Learning at all stages. I have devised CPD sessions and co-written training programmes. My subject specialism is Art and Design.

**SPECIALISM**  
Art

Head of PE

## Gary Walters

- I have been teaching PE at my current school for 12 years and have been Head of PE for the last 6 years.
- I have recently completed my NPQSL qualification and was awarded runner-up in Lincolnshire Teacher of the Year for 2015-16.
- We run a very successful department of 9 very experienced staff offering a diverse and rich curriculum which resulted in 100% A\*-C for GCSE PE in 2015-16.
- My areas of specialism include curriculum design, assessment and technology in PE.



**SPECIALISM**  
Physical Education  
(PE)

Head of Department, Physics

## Matthew Watt

- I am passionate about physics and teaching. My lessons are stimulating, challenging and promote good progress within a supportive environment. I have introduced some unique and novel approaches to teaching in my department and we have had some success in increasing the number of female students at A-level.
- I have had plenty of experience mentoring trainee teachers and NQT's and I also have experience of teaching physics ideas and pedagogy to non-specialist teachers through the TSST program. One of my current foci is marking and feedback. I introduced and developed a science faulty marking policy with emphasis on promoting progress whilst being sustainable.
- My interpersonal skills have been an asset to creating a vibrant, motivated and successful working environment.



**SPECIALISM**  
Physics





## Nathan Whales

Head of Physical Education/  
Assistant Head of Sixth Form

- Been a teacher for 14 years, Assistant Head of Sixth Form for 9 years and Head of Physical Education for 7 years.
- Led a department that has consistently achieved strong academic success at both GCSE and A-Level and have managed a team of 5 to stretch and challenge the learning of our students.
- Assistant Head of Sixth Form I have developed a wide range of experience and expertise in pastoral care.
- I have developed a strong understanding of data analysis and targeted interventions.
- I have developed a strong understanding of the UCAS application process from personal statement, references and final applications.

**SPECIALISM**  
*PE, Curriculum design, Assessment, Questioning, UCAS, Pastoral Care*



## Dan White

Assistant Head Teacher

- Currently Assistant Head teacher, Teaching and Learning with responsibility for school wide use of data to inform and steer individual pupil progress and monitoring intervention Impact.
- I also lead on Staff development including INSET and CPD design as well as Quality Assurance and its impact on Pupil Outcomes.
- My background is teaching Physical Education and 'Care and Guidance' having been a Head of Year for over ten years, with experience of guiding young people all the way from Year 6 induction to UCAS application and preparation for life beyond!

**SPECIALISM**  
*Pupil progress, including use of data and care and guidance in schools*



## Paul Woodhouse

Head of Geography

- 21 years as HoD Geography with significant increases in attainment and sustained high performance.
- Written and presented courses nationally on Leading an Outstanding Geography Department and A level teaching in Geography.
- Principal Examiner for AQA Human Geography at GCSE.
- Happy to advise on effective structures and running of a department (currently involved with a few schools on this basis) and general teaching and learning in Geography.

**SPECIALISM**  
*HoD*



(Non LTSA)

Assistant Headteacher

## Nick Brown

- I have led Teaching and Learning across 2 schools as an assistant head teacher and delivered CPD sessions as a facilitator and QA lead.
- My main areas of expertise are questioning, AfL and differentiation and in addition my Master's included research in this area and coaching.
- I have worked on behalf of SSAT, as the National Senior accredited Lead Practitioner for MFL, CfBT as an advisor, at County and National Level, and ALL, Association of Language Learning, and so have significant experience of designing, delivering and evaluating PD.
- I have shared innovative practice at national level and co-authored a textbook.
- I have worked with exam boards as a Principal Moderator and Chief Examiner for French and have a particular interest in data, assessment and outcomes

**SPECIALISM**  
*MFL*

(Non LTSA)

Deputy Headteacher

## Simon Curtis

- Responsible for Standards: Behaviour for Learning, Safeguarding, Teaching and Learning and Staff Development.
- I specialise in the development of teaching & learning strategies; specifically behaviour for learning, restorative & reflective strategies, creativity and coaching & mentoring.
- My subject specialisms are Art, Photography, Media Studies and Graphic Design. Prior to teaching I have worked within the Graphic Design industry for a number of years.
- I am looking forward to working within a range of subject areas and educational settings to collaborate with the support and development of staff and students.



**SPECIALISM**  
*Art*

(Non LTSA)

Assistant Headteacher

## Lynsey Flintham

- Key Areas: Teaching and Learning in Modern Foreign Languages; Attainment, Achievement and Progress in Modern Foreign Languages; Co-ordination of Community Languages; Coaching and Mentoring of Middle Leaders; Coaching and Mentoring of ITT and NQT Colleagues and Mentors.
- I currently teach French and Spanish at Key Stages 3, 4 and 5 and I am able to teach German at Key Stage 3.
- In my role as Subject Leader for Modern Foreign Languages, I have been involved in mentoring, coaching and developing both internal and external colleagues at different levels and this work has led to improved outcomes.
- I have been fortunate to work with several agencies to improve teaching standards and learning outcomes across the county and region.
- I have started to work as ITT Co-ordinator within school. I oversee the work on mentors and also personally mentor and coach ITT and NQT colleagues. I have implemented a more comprehensive programme of induction, which also forms part of the whole Academy programme of CPD for all staff.



**SPECIALISM**  
*Modern Foreign Languages*

(Non LTSA)

Deputy Head of Sixth  
Form/Head of Psychology

## Laura Shelley

- For the past four years I have been 'flipping' my teaching. This essentially requires students to take notes before they come to class. A website has been developed for this.
- In class we then concentrate on higher order thinking skills such as applying and evaluating topics. There is a lot of active teaching and student led learning involved in the pedagogy. The SSAT supported my exploration into the 'flipped' classroom.
- After teaching psychology for 12 years and leading a department for five years I feel I could offer some expertise within psychology also. To conclude I therefore feel happy and able to offer support in the subject of Psychology and in the 'flipped' pedagogy. The lessons within the 'flipped' classroom are also very active and student led and I am happy to offer support with active classroom strategies.



**SPECIALISM**  
*Psychology, Flipped Pedagogy*



# QUALITY OF TEACHING



**Sharon Chester**

SCITT Director

**SPECIALISM**  
*Initial Teacher Training (ITT)*

- As the Director of LTSA SCITT, I have written a SCITT bid and led the establishment of teacher training programmes for both primary and secondary teachers.
- I have worked in ITT for a significant number of years, working as a School-Based Co-ordinator liaising with several providers of ITT, working closely with a provider in creating, developing and initiating a School Direct Partnership, before becoming a leader within the SCITT.
- I have a deep understanding the ITT process and have an interest in and experience of developing blended programmes with a university.
- I have significant experience of working with trainees, and schools in establishing processes and protocols around ensuring that recruitment, selection, development and assessment of trainee teachers is strong.



**Bernadette Cooley**

Programme Leader

**SPECIALISM**  
*Initial Teacher Training (ITT)*

- As a programme leader I work with a wide range of schools across Lincolnshire supporting trainees on both primary and secondary training programmes
- I have worked in ITT for several years, both with SCITTS and at HEI level developing strategy and quality assurance, the supervision of undergraduate and postgraduate primary programmes, and delivering training
- I have a keen interest in the development of effective mentors and the role of mentoring and coaching in supporting trainee progression
- In addition my interest is the development of high quality school based training working with schools and trainees, supporting them in their professional journeys to become good and outstanding teachers, who have a positive impact on outcomes for all children



**Samantha Davis**

Deputy Headteacher

**SPECIALISM**  
*Teaching and Learning*

- Deputy Headteacher within a large secondary school.
- Leads Teaching and Learning and has held a senior leadership post for eight years.
- Has experience of a full range of schools having taught and led in Nottinghamshire and Lincolnshire.
- Whilst still a classroom teacher of MFL, has been a Head of Subject, Head of Department, Head of Year, AST and Assistant Head.
- Areas of interest are leading Teaching and Learning and establishing robust systems to quality assure and improve classroom and whole school practice. This in turn links with CPD and the appraisal process.

Assistant Headteacher

**Micelle Garner**



**SPECIALISM**  
*Teaching and Learning*

- Assistant Head Teacher with responsibility for Teaching, Learning and Assessment
- SLE Specialisms include: English Curriculum Design and Assessment, Leading an outstanding English Team, Leading Teaching, Learning and Assessment
- Currently leading Teaching, Learning and Assessment I have the responsibility for leading the Quality Assurance process to evaluate the quality of teaching across the school. This has been recognised as a clear and concise approach to enable early intervention to address the emerging needs of staff and their teams.
- As part of this role I also lead on developing bespoke CPD programmes in order to offer personalised CPD to staff along with identifying whole-school initiatives to drive improvement.
- Wider responsibilities include: subject-mentoring, leading a teaching and learning team, delivering CPD on a wide range of topics (from Middle Leadership to Effective feedback) and Lesson Observation guidance and support.

Programme Leader

**Angela Murphy**



**SPECIALISM**  
*Initial Teacher Training (ITT)*

- As a programme leader I work with a wide range of schools across Lincolnshire supporting trainees on both primary and secondary training programmes
- I have worked within ITT and NQT for several years. My initial experience was within remit of whole school senior leadership under the umbrella of ITT/NQT Coordination. During this time I was Director for Science ITT Training for a local provider, focusing on development of subject knowledge and pedagogy.
- I have a keen interest in evolution of training to meet local and national priorities, whilst ensuring our trainees are resilient and well prepared to meet the needs of our children.
- In addition I have previous experience of whole school NQT Quality assurance, having performed Appropriate Body related business on behalf of Lincolnshire County Council. I therefore have a keen interest in the transitions that occur between ITT, NQT, RQT and beyond.

# BEHAVIOUR AND SAFETY



**Michael Bray**

Deputy Headteacher

**SPECIALISM**  
*Behaviour Management & Attendance*

- Deputy Headteacher at a large secondary school in Lincolnshire
- Fifth senior management post having worked in the North East before moving to Lincolnshire
- Previously Head of PE into a pastoral role
- Designated Safeguarding Lead
- Specialist in whole school behavior, its systems and practices also looking at behavior management and the systems/operations including repair and rebuild.



**Kathryn Creaser**

Assistant Headteacher

**SPECIALISM**  
*Behaviour & Discipline*

- Kathryn is an Assistant Headteacher at a large secondary school. Her subject is RE and she teaches Philosophy at A Level.
- She has held a leadership role within her school for 3 years, having previously been a Head of Year.
- Her particular areas of expertise are safeguarding and child protection, behaviour, policy writing and promoting the achievement of looked after children (LAC) and she is happy to support others in any of these areas. The procedures and systems which have been implemented by Kathryn have been externally recognised as best practice.



**Nick Muir**

Associate Senior Leader and Head of Year

**SPECIALISM**  
*Care & Guidance/ Behaviour*

- Responsibilities: Head of Year 12, leading the school's House system, coordinating the school's homework clubs that are run by 6th form students, leading the year 11 peer counsellors who support year 7 students, citizenship across the school, the School's presentation evenings.
- Areas I would be happy to support with: any area with my current responsibilities, especially pastoral work, House teams and homework clubs



**Mark Wilkinson**

Assistant Headteacher

**SPECIALISM**  
*Culture*

- Assistant Headteacher with responsibility for Personal Development, Behaviour and Welfare.
- Specialism includes: School culture; School improvement; Behaviour; Attendance.
- Classroom management techniques.



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