

Creating, conveying and sustaining a school ethos which focuses on the importance of teaching and learning and encourages passionate teachers and students

Delegates concluded that both ethos and teaching rely on individuality to really thrive. No school ethos should be the same because no school is the same. No two lessons should be identical, because no two teachers are identical. A school should demonstrate a culture of learning through a visible respect for the power of good teaching, inspiring lessons and the success of all students.

Creating a Culture and Ethos

- **Actions over words** – a school's ethos needs to be visible
- **Celebrate your ethos** – it should be tangible; celebrate it on school walls, but it's not something you can just print out and stick up
- **Ethos should be individual** – reflecting the natural culture of the school
- **Ethos for all** – ethos should be demonstrated through interactions with students, teachers and parents
- **Ethos is evolutionary** – it needs to be open to change over time
- **Empower middle leaders** – they are key to a healthy school ethos
- **Community led** – enforcing an ethos from the top down isn't usually effective, it needs to come from the whole school
- **All students can achieve** – this attitude is integral to school culture

Developing Passionate Teachers

- **Talking about the things you love** – students respect and respond to a passionate teacher
- **Permission to develop** – enable middle leaders to create mini environments for their subjects
- **Avoid uniformity** – allow subject leaders to go beyond the curriculum and create excitement in the classroom
- **Nurture student enquiry** – ensure students feel confident that the teacher can go further and take them in different directions
- **Magpie best practice** – take inspiration from what's worked well in other schools
- **Time out** – give your leaders time to plan and think, even consider longer term options such as sabbaticals
- **Encourage bravery** – foster the passion to go in new directions
- **Show that teaching is amazing** – talk up teaching and share why it's so special

Teaching and Learning

- **Learning is for all** – it's at the heart of school and should be the focus
- **Share your teaching and learning message** – make sure it's clear, collegiate and works at all levels
- **Value the success of everyone** – through verbal feedback, even the small achievements
- **Teaching is for life** – subject knowledge is not just for the exam, it serves a bigger purpose
- **Learning for learning's sake** – students should be interested in their lessons; they should be a place to develop an inquisitive nature

Conclusions from the PTI Leadership Residential 2020, Madingley Hall

- **Challenge through the curriculum** – teenagers need to learn and be challenged to develop and grow
- **Know your students and staff** – recognise success specifically and appropriately
- **Importance of visibility** – create the right environment for learning with beautiful displays to be proud of
- **Demonstrate expertise and passion** – we want students to feel inspired, moved and engaged

“They May Forget What You Said, But They Will Never Forget How You Made Them Feel.”

Leadership of What's Important

Ethical leadership means responsibility not accountability

- **Leadership is about people** – support and enable staff to do the best for their students
- **Care about education** – offering CPD, developing subject knowledge and facilitating lifelong learning
- **Be authentic** – your own moral code must line up with your school ethos, it must come from within
- **Demonstrate trust** - listen to staff, students and parents
- **Be a public intellectual** – be visible and always stick to your principles