

The Diocese of Salisbury Programme for Church School Flourishing



Cohort Three

September 2023 – December 2024

Version: April 2023

Statement of Intent

The Programme for Church School Flourishing is intended to enrich and deepen the expertise of school trusts, enabling the flourishing of their church schools, their children, young people and adults. The programme will provide a sustainable and rigorous heart to the partnership between school trust and SDBE.

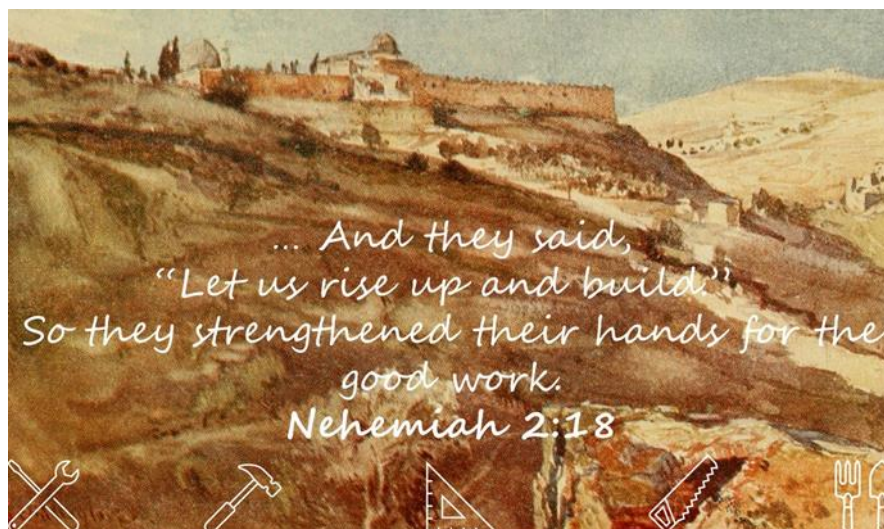
The programme will develop four strategic leaders identified by the Trust. A 'curriculum' of four strands through a set of discrete modules will equip these four roles:

- Responsibility for sustaining Church School Flourishing; including Christian Character and SIAMS
- Responsibility for Church School Recruitment
- Responsibility for Church School Governance
- Responsibility for RE and Collective Worship

Biblical Underpinning - Let us rise up and build (Nehemiah 2:18)

The book of Nehemiah is rich in illustration and reflective themes. Nehemiah was instrumental in the rebuilding and reestablishment of Jerusalem in the fifth century and is often given as an example of early Lay Ministry: he was a model of hard work and practical and principled living with a commitment to serve and develop others, he demonstrated key leadership qualities including skilful and thoughtful planning, perseverance, motivating others and all while leaning on God. It is this narrative within the book that we have chosen to use to underpin the Church School Flourishing Programme.

It is our intention to work with you, leading you and walking alongside you systematically building on the knowledge, skills and wisdom held by key members of your Trust, to review, renew and further develop systems, structures and processes that flourish the church schools and their communities within your trust and through partnership across the Diocese of Salisbury. The book of Nehemiah is a text offering much challenge and the narrative of the book is likely to resonate with you in different ways, irrespective of your interpretation, we look forward to building structures and community with you and your Trust.



Impact and Learning from Cohort 1

Participants said:

It has been a really interesting course. I feel confident into putting a plan into place, I can do it, hopefully with some support along the way

The training will offer a template to enable school improvement through a church school lens.

Understanding of flourishing is clear – would appreciate the diocese continued working closely alongside in the future – backing up the work.

All elements have worked well. A nice mix of different approaches.

The content has been done very well – theory – suggested reading was very helpful

Pace of sessions has been good. Enjoyed practical and theoretical mix.

Participants also said:

I hadn't realised the amount of work – paperwork, modules needing to be completed.

End of each module assessed piece – it would have been helpful for this to be in one document rather than a separate document.

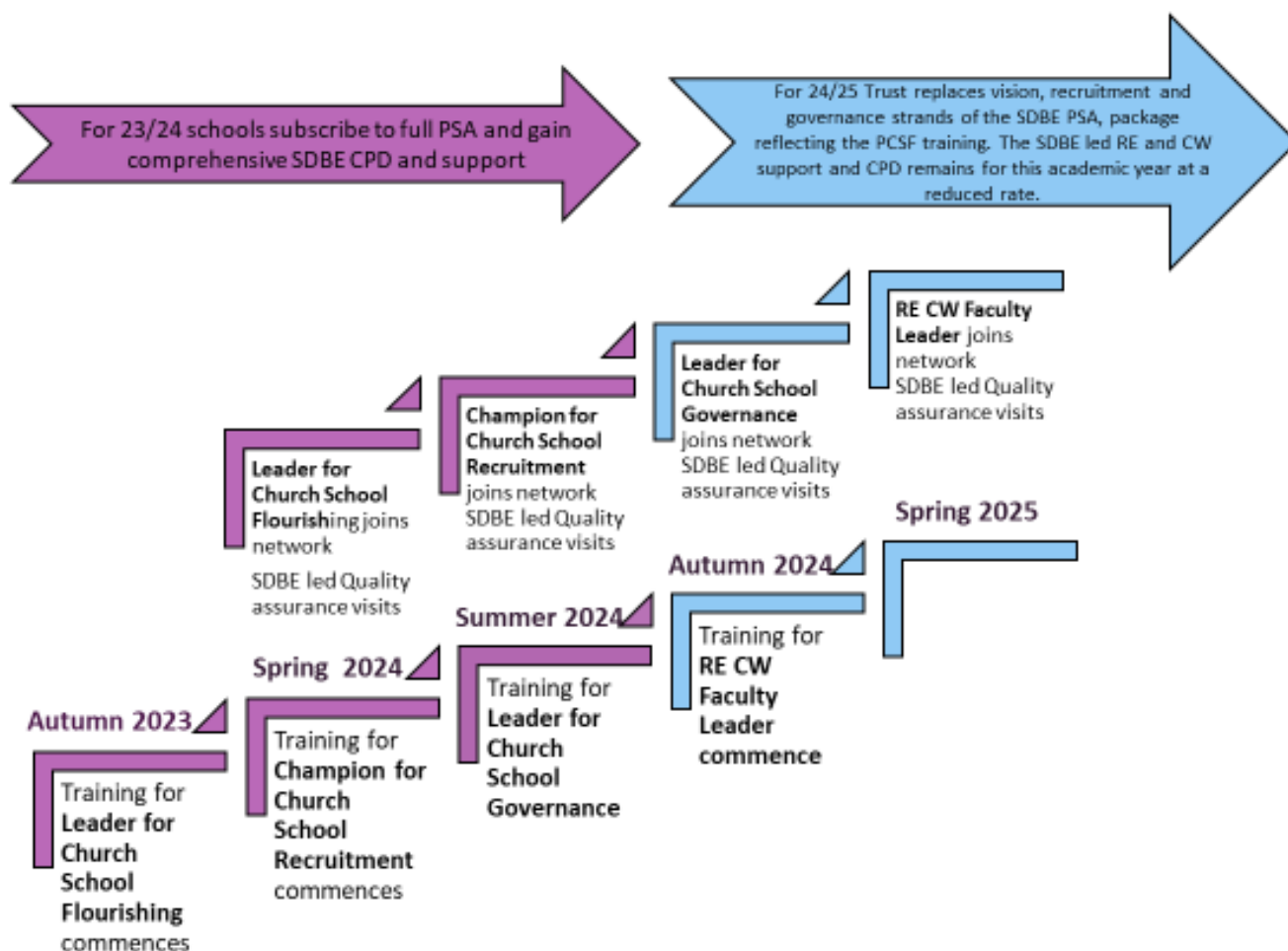
I question the need for 3-hour sessions and suggested a 2-hour session with more pace.

To enhance the course provision for Cohort Three we have:

- Reviewed and reorganised the workbooks so that the expectations are clear, with one workbook per role. The course workbook only contains the intended outcomes, key questions, space for reflections and a follow-up task.
- Different delivery structures are being used including self-study, reduced 2-hour sessions with the final hour used for reflection, task completion and follow-up with participants and combining two sessions into one day.
- Added clarity to the role descriptors in the Cohort 2 brochure, identifying the 'study-time' required in addition to the training.

Programme for Church School Flourishing Cohort Three

Timeline for delivery



Upon completion of the training

Expectations of participating Trust Leaders

Each participating leader will be required to complete a range of follow-up task after each module (no more than 45 mins per module) to demonstrate their ability to apply the knowledge, skills and wisdom shared through the training. These tasks are organised in a programme workbook. On completion of the workbook and end of training self-review the participant will receive certification to recognise, affirm and honour their learning and commitment to church school flourishing.

Beyond the training – for leaders

On completion of the programme training, leaders will be sustained, their wisdom and expertise nurtured and further grown by DBE facilitated professional learning networks. With one community per role, these termly network meetings will update, deepen and embed the skills and knowledge to fulfil the role.

Beyond the training – for Trusts

The deep commitment to church school flourishing demonstrated by fully engagement will be celebrated and recognised, however, beyond the engagement comes the expectation of impact. Therefore, the SDBE will lead a programme of Quality Assurance visits, these will be collaborative and developmental; acknowledging strengths and identify areas for further growth. The visits, and outcomes of the visits, enable trust accreditation; recognising the trust commitment to prioritise and honour church school flourishing and further evidence the trust as a strong home for church schools. Furthermore, the evidence gathered through quality assurance visits ensures the SDBE maintains a robust understanding of the quality of education provided by church schools across the Diocese.

Working with Trusts: A new relationship

Our learning in this area has recognised that success in recruitment is best supported when there is a complete understanding of the vision and requirements of the described roles.

Frequently asked questions include:

- How much will this cost?
 - It's free, gifted to the Trust. However, Trusts must factor in release and cover costs for those attending the training and fulfilling the role post training.
- What Trust roles work best for the different PCSF roles?
 - LCSF: Executive HTs, HTs, School Improvement Leads, A/DHT in a large school (e.g. secondary school) with responsibility for Christian Character.
 - CCSR: Executive Leaders: CEOs, School Improvement leads, HR Officers.
 - LCSG: Paid professional for Governance.
 - RECWFL: Experienced leaders of RE and CW already established in Trust family.
- How many can I send?
 - To sustain long-term church school flourishing more than 1 person is recommended, equipping a team of leaders is encouraged.
- What are other Trusts doing?
 - Each Trust is developing a team and approach that reflects their context. One Trust with a large number of church schools has established a network of leads to work in small hubs of 4/5 schools. One Trust, with a small number of church school has trained one Executive HT to carry out the LCSF and CCSR roles, one LCSG and two RECWFLs.
- How long will the training take?
 - The staggered training approach, one role per term, results in a four-term delivery, with all role holders trained, transitioned to a professional learning network and quality assured within 18-24 months.
- What is required of the Trust?
 - To identify and notify the SDBE of leaders who will join the training for all four roles and commit to their release and flourishing.
- What is required of those training?
 - To attend all modules of training for their role and complete the follow-up activities and required reading.
- What happens at the end of the training?
 - The Trust will be equipped to carryout church school flourishing visits, run core CPD relating to Christian character, appoint HTs with a deep understanding of a flourishing framework, to honour church school flourishing at all levels of governance and lead network of RE and CW leaders. Therefore, the leaders selected for training must have the capacity to fulfil the roles post training. Trusts will be recognised for their commitment to church schools and will demonstrate themselves as a good home for church schools.
- Will this end our relationship with the DBE?
 - No, this is the start of a new relationship, where Trusts hold the skills to develop church schools and further their flourishing and the DBE holds retained wisdom and knowledge to lead and sustain networks for continual professional development for the trust leaders and a programme of quality assurance to acknowledging strengths and identify areas for further growth. The rich evidence gathered through quality assurance visits ensures the SDBE maintains a robust understanding of the quality of education provided by church schools across the Diocese.

The Diocese of Salisbury Programme for Church School Flourishing



Cohort Three

September 2023 – December 2024

Further Information is available on request.

For more information, please contact Steve Cowdery
steve.cowdery@Salisbury.anglican.org