



# GORDANO TRAINING SCHOOL



## **RESPONSE + FEEDBACK SHEET FOR** **6 MODULES – MIDDLE MANAGEMENT COURSE** **OCTOBER - DECEMBER 2008**

*Marks given on a scale from 5 = Fully, 1 = Not at all*

1. To what extent did the course meet the stated objectives/outcomes?

1	2	3	4	5
0	0	0	1	12

2. To what extent did the course contribute to your own professional development?

1	2	3	4	5
0	0	0	4	9

3. How useful did you find the 360° personal profiling?

1	2	3	4	5
0	0	0	3	10

Any comments on the feedback received:

- Useful
- Well presented and very thorough
- A very informative course with lots of useful hints and tips given throughout which can easily be put into practice.
- Good - had an idea of what it would be and it matched my expectations.
- Need to take a step back - is useful to affirm my own views.
- Even though I am not currently teaching, this course has been very relevant to my needs. Thank you for letting me on the course!
- Very positive and useful. Confirmed things I knew but also made me feel like I am far more capable than I think I am!
- Useful, although difficult as just started at a new school. Although good to see what impact I've made.
- Very useful, helped me make decisions about what steps to take in the future.
- It has increased my confidence and was a nice boost at a tiring part of the year.
- Really enjoy the sessions, really well presented and learnt a lot.
- Really useful and overall very positive and have taken on board any ideas for improvement!
- Very useful to pinpoint areas for development and areas of success.

4. **Immediate learning points, including what you have gained from the course.**
- All the different aspects of Middle Management that I didn't consider. Now I have an understanding and knowledge of how to deal with these issues.
  - Understanding of what is required of an excellent middle leader.
  - More structure within department, more delegation
  - Need to plan/organise/prioritise my work
  - 360 feedback - 2 very key elements to move forwards:
    - 1 - Coaching/developing needs of colleagues
    - 2 - Planning and preparation
  - Leadership styles of me/colleagues (to be aware/consider)
  - Understanding of data and how it can be used. Self evaluation/work scrutiny. Team roles and how to structure a team with these in mind.
  - Good to go back over key points of leadership and management. Also, practical ideas that I could take away and use the next day!
  - Importance of experience within a role. Data collection. Ofsted lesson observation grades. Importance of using more experienced members of staff for support.
  - Understanding of management techniques. Better understanding of jobs I am likely to do.
  - Improvement on time management ideas. To become more aware of own personal decisions following 360 profiling. To be more effective with my time and more efficient with marking.
  - Working as a team at work encouraging people to recognize strengths and also my self awareness.
  - Leading requires organisation, preparation and inter-personal skills - the course has made me more aware of these factors.
5. **What action, if any, will you take in school as a result of this course?**
- I will, when I become a 'Middle Leader'
  - Apply for more middle leader positions.
  - Delegate more. Use of FFTD data for class teachers
  - Think more carefully about what is necessary/needed. Also, how to approach colleagues.
  - Planning/preparation.
  - Self evaluation of faculty.
  - Walk through department. Looking at students' books in different subjects.
  - Need to bring more self evaluation into faculty.
  - Regular meetings with staff and my line manager to resolve problems rather than trying to work through them myself.
  - Put time management ideas into action. Keep my eye out for jobs!
  - 360 feedback. Having expectations in books. Lesson observation and Ofsted feedback. Data, I feel much more informed and aware of all the data.
  - Contract ends soon but I will take it on to next post!
  - Use Belbin team roles when interacting with colleagues in order to get the best from them.

6a) Would you recommend this course to colleagues?

13 Yes

0 No

6b) If you answered Yes to (a) and you were asked to describe the course to someone thinking of signing up for it next time, what would you say? (Please give one sentence that could be used as a quote on future promotional material).

- A detailed course explaining the life of a middle manager, with roles and responsibilities
- A very informative course with lots of useful hints and tips given throughout which can easily be put into practice.
- An opportunity to see all of the areas of leadership that you may not be aware of.
- Extremely useful in order to know what is required when looking for promotion.
- This course has been extremely beneficial to me, even though I am currently not in the teaching profession. Many aspects are transferable to my current job. It has also made me want to be a teacher again!
- A worthwhile opportunity to explore your own leadership and management skills.
- Give you practical information and ideas for running a faculty.
- Very inspirational course, makes you feel you can achieve in your new role.
- A very targeted course that gives you excellent tasks for middle leadership.
- Very inspiring and forward thinking which will be enjoyable and helpful in your career.
- An excellent opportunity to review your achievements so far and highlight areas for future personal development.
- A great way to work alongside teachers from other schools to improve our own and each other's practice.

7. Please add any further feedback and constructive comments about the course, that would help us to plan future events. If there are aspects of 'Middle Management Development' that you would like us to provide further training on, please say.

- Data session and performance management meetings session, both very verbal, not much to do but listen - needs more interaction/shorter topics.
- Great, really happy with the course, thanks again for letting me on it!
- Thank you x 2
- Perhaps look more at dealing with confrontational situation.
- Time management
- Thanks - it's been fun!

We have enjoyed working with you over the past three months. Thank you for the excellent contributions you have made to the course.

If, in the future, you are applying for Middle Management positions, do not hesitate to contact us if we can help in any way.

Lesley Greenway  
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