

School Effectiveness Team

Pen Portraits



Maz Norman – School Effectiveness Partner

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Maz has worked for the School Effectiveness Team since 2013, initially part time during her headship and full time from 2015. She has thirteen years of experience as the headteacher of an Essex junior school and as a senior teacher and SENCO in a large London primary in the ten years previous to her headship. Maz has experience working as an LLE in Essex, supporting school leadership. She was lead headteacher and lecturer for the country's top Primary SCITT provider from 2011-2015 with a focus on Geography. Through her role as an Executive Head and working for the Improvement team, Maz has extensive experience of supporting schools in challenging circumstances and supporting leadership, including Governance, to prepare for Ofsted and has developed a proven track record of shifting schools from RI to Good in particular. She is able to offer bespoke audits and training for improving safeguarding in 3-18 settings. She has worked with leaders at all levels to develop their potential and skills as well as being part of the panel for Essex Authority to ensure NQTs are being offered the support they require. Maz is a national moderator for KS2, accredited by the STA and has led Essex moderation at KS2. She can offer performance management for Headteachers and other staff members. Maz has been subject to enhanced DBS disclosures.

Areas of Expertise:

- Headship
- Local Leader of Education – LLE 2012
- Executive Headship in Primary
- Supporting schools in challenging circumstances
- Safeguarding
- Safer Recruitment
- Making Effective use of data
- Target Tracker
- Teacher and Head Teacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT Support
- Key Stage 2 Moderation
- Quality First Teaching work
- Developing Middle Leadership
- Curriculum Specialities: English (writing) and Geography
- Primary-Secondary transition
- Supporting new HT through coaching and mentoring
- Performance Management
- SEF / School Development Planning
- SEND Reviews



Jacky Castle – School Effectiveness Partner

Email: Jacky.castle@essex.gov.uk - Telephone: 07717867147

Jacky has over 13 years' experience working for the Local Authority initially as a mathematics consultant and then as a senior adviser responsible for personalised learning. Since April 2012 Jacky has been a Standards and Excellence Commissioner and for the last academic year she was seconded to the role of Lead Commissioner for North East Essex Primary Schools and had overall responsibility for the monitoring of the performance of 100+ primary schools, providing challenge, support and commissioning external input to secure improvement. Jacky has considerable experience of working with schools in challenging circumstances and in school improvement. She holds the nationally recognised accreditation of Lead Consultant for Improvement. Jacky has worked successfully with schools to prepare for Ofsted, develop leadership, improve standards and progress across the primary age range and improve the quality of teaching and learning. Jacky's particular area of expertise is in assessment. She leads on Statutory Assessment for the Local Authority and is the Key Stage 1 moderation manager. She has been subject to enhanced DBS disclosures.

Areas of Expertise:

- Supporting Schools in Challenging Circumstances
- ISP Consultancy
- Safeguarding
- Making Effective use of data
- Teacher and Head Teacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT Support
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- Guidance for SENCOs and promoting inclusion
- Key Stage Moderation
- Quality First Teaching Work
- Curriculum Specialities: Mathematics
- Primary-Secondary Transition



Carole Farrer – School Effectiveness Partner

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Carole has over twenty years' experience in education following a brief career in social care. Carole has worked for both Hertfordshire and Essex County Councils in senior leadership positions and was Headteacher of a school in Colchester for eleven years. The school has enhanced provision for hearing impaired pupils and a nursery and Carole has a wide range of skills and knowledge in relation to SEND and Early Years. Carole previously worked as a Local Leader of Education in Essex supporting school leadership. Carole joined the team two years ago and has greatly enjoyed being involved in school to school support working with other headteachers to strengthen leadership and all aspects of school improvement. She has experience of working with schools causing concern as well as tailoring the challenge and support to the circumstances and characteristics of individual schools. Carole has effectively supported new headteachers and developed middle leadership to improve outcomes for pupils. Carole offers the following areas of expertise which can be undertaken as traded activities: the effective use of data, supporting Headteachers in writing the SEF and school development plans, action planning, development of subject leadership, audit of safeguarding provision and practice, collaborative peer reviews, performance management and recruitment. Carole has been subject to enhanced DBS disclosures.

Areas of Expertise:

- Supporting schools in challenging circumstances
- Safer Recruitment
- Safeguarding
- Making Effective use of data
- Target Tracker *if update training is available*
- Teacher and Head Teacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT Support
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- Key Stage Moderation
- Quality First Teaching work
- Curriculum Specialities: English
- Primary-Secondary transition
- Supporting Headteachers in writing the SEF and School Development Plans
- Action Planning
- Supporting New Headteachers
- Development of Subject Leadership
- Developing Leadership and Management skills in middle leaders
- SEND Provision in mainstream schools
- Early Years' Provision including Nursery Schools
- Performance Management



Pav Saunders – School Effectiveness Partner

Email: pav.saunders@essex.gov.uk - Telephone: 07740180418

Pav Saunders has experience of teaching in a number of schools in all phases. She is particularly interested in school improvement, leadership and management, staff development, teaching and learning and early years. Pav has been the headteacher of an outstanding primary school. She was successful in becoming a National leader of Education (NLE) and has done school to school support work in schools facing challenging circumstances. She also has extensive experience of leading Ofsted Inspections. Pav became an independent education consultant in 2013. She now leads training sessions, is an assessor and facilitator for national leadership programmes and does consultancy work with a number of providers. She is very experienced in delivering leadership programmes and is recognised as a lead facilitator with the National College for Teaching and Leadership. Pav strongly believes that everyone learns something new every day and 'learning for life' became her own school motto. She is very passionate about developing leaders of the future.

Areas of Expertise:

- NPQML, NPQSL and NPQEL assessor and trainer primary and secondary
- Extensive experiences as a lead Ofsted Inspector
- NCTL accredited lead facilitator
- Experience of teaching and leading in primary and secondary (5 to 16) schools including Headship and Executive Headship in outstanding and challenging schools
- Consultant for schools in challenging circumstances
- Lead school reviewer and trainer – Ofsted ready and bespoke
- Quality assurance of school/cluster judgements of teaching and learning, achievement, personal development, behaviour and welfare, and leadership and management
- Special Education reviews
- Early Years – review of provision and achievement
- Safer Recruitment guidance and recruitment advice/support
- Safeguarding audit
- Governor Effectiveness-action plans, rigorous monitoring and evaluation, holding the school to account, preparation for Ofsted
- Performance management for headteacher, leadership, teaching and support staff
- Mentoring and coaching for teaching assistants, NQTs, teachers and leaders at all levels
- New headteacher/deputy headteacher induction and support
- Bespoke leadership training for middle and senior leaders, heads of school/headteachers, executive headteachers and CEOs
- School/cluster self-evaluation and development plans
- Action plans for primary-secondary transition
- Developing vision and ethos with stakeholders
- Leading change effectively

- Improving quality first teaching and learning – promoting inclusion
- Effective assessment for learning including incisive feedback
- Narrowing the gap for vulnerable pupils and improving outcomes for able pupils
- Analysis of data – Raise-online, FFT, Target Tracker and school/cluster data
- Rigorous monitoring and evaluation activities for school priorities
- Improving working with parents and the wider community – local and international
- Counselling teachers and leaders in well-being and work life balance



Nicola Woolf – Lead School Effectiveness Partner (West)

Email: Nicola.woolf@essex.gov.uk - Telephone: 07872 869522

Nicola is the Lead School Effectiveness Partner for the West of Essex and is also responsible for the School Led Improvement Strategy, School Partnerships and Recruitment and Retention. She took up this full time post in January 2015 having been a Headteacher in the London Borough of Barnet, her school was judged as Outstanding by Ofsted in May 2013. Nicola has extensive experience advising schools, particularly in the areas of knowing and understanding data and how to present this to Ofsted as well as monitoring the quality of teaching and standards across the school and supporting governors in their role. Her previous experience includes working in different types of primary schools and within them undertaking a range of management roles. Nicola was a Maths adviser for the London Borough of Barnet and so has experience of working with a range of Senior Management Teams and observing teachers in a variety of contexts. Nicola has led and designed training for Barnet and Essex for Headteachers and Deputies. Nicola has also trained to be an Ofsted inspector. She was a Professional Partner for the National College and supported headteachers in that role both within Barnet and Hertfordshire. Nicola has recently undertaken work with the Education Development Trust training headteachers in Peer Review. Nicola is passionate that children should be offered a broad and balanced curriculum and creating a wide range of opportunities in which they can succeed.

Areas of Expertise:

- NPQH Accreditation
- Professional Partner NCSL
- Headteacher of a Primary School
- Supporting Schools
- Safer Recruitment
- Safeguarding
- Making Effective use of data – Analyse school performance, FFT
- Assessment
- Teacher and Headteacher Mentoring
- Preparation for OFSTED
- Developing Governance
- SERCO Training Ofsted Inspector
- NQT Support
- Promoting Inclusion
- Key Stage 2 Moderation
- Curriculum Speciality: Maths
- Primary-Secondary transition
- Lead senior leadership training
- Run training for new Heads and Deputies in effective leadership
- Lead training for Governors
- Lead training in Peer Review



Iain Birtwell – School Effectiveness Partner

Email: iain.birtwell2@essex.gov.uk - Telephone: 07712 356375

Iain had two substantive headships; one a small primary school, the other a large Church of England Primary school. Following his headship Iain worked as a Local Authority Advisory Headteacher and then as a Standards and Excellence Commissioner, working across Essex. Whilst working as an Advisory Head, Iain was seconded to a number of schools, of all types, in OFSTED categories successfully leading each through their following inspections. He has also been commissioned to lead a school in another Local Authority through its inspection following challenging circumstances in that school. Iain has accreditation from the National College as an Educational Consultant and as a Professional Partner. Iain has a keen interest in supporting schools in challenging circumstances, making effective use of data as well as developing school leadership at all levels. Iain is also a qualified SENCO.

Areas of Expertise:

- LCI Accreditation
- Headships in small and larger primary schools
- Executive Headship; including 3-18 work
- Supporting schools in challenging circumstances
- ISP Consultancy
- Safer Recruitment
- Safeguarding
- Making Effective use of data
- Target Tracker
- Teacher and Headteacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT Support
- Guidance for SENCOs and promoting inclusion
- Key Stage Moderation
- Quality First Teaching work
- Curriculum Speciality; Maths and Science



Lyn Wright – Lead School Effectiveness Partner (North East)

Email: lyn.wright@essex.gov.uk - Telephone: 07747 638848

Lyn Wright is the Lead School Effectiveness Partner for the North East and Secondary. Lyn continues to be the Lead for all Secondary schools in Essex which has been reflected in 96% of all secondary schools in 2017 judged good or better. She is a qualified teacher holding a Bachelor and Master's degrees in education and is a practicing Ofsted Inspector for the East England regional team. She was a Professional Partner for the National College and supported headteachers in that role within Essex. Lyn has twenty two years in secondary schools and Pupil referral units, including 18 years at leadership level including Executive Headship. She has also experience as the Lead Senior Advisor for teaching and learning (primary and secondary) as well as a school improvement adviser across all primary, secondary and special schools. Lyn has significant experience of working with schools causing concern as well as brokering and commissioning support to schools. Lyn has worked successfully with schools to prepare for Ofsted, develop leadership, improve standards and progress across the age range and improve the quality of teaching and learning. Lyn has extensive experience of supporting governing bodies with all areas of leadership and development, including preparation for Ofsted inspections. She has been involved with national research projects on assessment and teaching pedagogy. Lyn's particular areas of expertise are in Humanities, teaching, learning, assessment leadership and management. She is currently a member of Ofsted's inspection team inspecting in primary and secondary schools and has SEND enhanced training. Lyn has been subject to enhanced DBS disclosures.

Areas of Expertise:

- Current practising Ofsted Inspector for East region
- School Improvement Partner (SIP) Accreditation
- Executive Headship
- Alternative provision
- Supporting schools in challenging circumstances
- Senior leadership / Middle leadership development and coaching
- Safer Recruitment
- Safeguarding
- Making Effective use of data
- Quality assurance and monitoring
- Assessment for learning
- Headteacher / Senior Leader / Middle Leader mentoring
- Headteacher / Senior Leadership recruitment
- Headteacher performance management
- Preparation for OFSTED
- Developing Governance
- NQT Support
- Narrowing the gap for vulnerable pupils, including accelerating progress of more able pupils
- Guidance for SENCOs and promoting inclusion

- Quality First Teaching work
- Curriculum Specialities: History and Humanities
- Primary-Secondary transition



Ruth Sturdy – Lead School Effectiveness Partner (Inclusion)

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Ruth Sturdy is the Lead School Effectiveness Partner for Inclusion with an overview for the effectiveness of provision in special schools, PRUs and enhanced provisions as well as for the development of a School - Led SEND system with all Essex schools. She has worked as part of the School Improvement Team since 2014 as SEND commissioner for West Essex. In this role she was also involved in the development of the ASC provisions in mainstream schools and in the Hub special school role across the County. Previously, Ruth has had considerable experience as a senior leader in secondary schools and as the headteacher of a specialist provision. Ruth has also had a significant amount of experience as a SENCO in Essex schools. She has had Ofsted training and has particular expertise in special educational needs and inclusion and school leadership. Ruth has been subject to an enhanced Disclosure and Barring Service disclosure.

Areas of Expertise:

- NPQH Accreditation
- Leadership of SEND – whole school
- Embedding inclusive practice in mainstream schools
- Developing Governance particularly SEND Governance in mainstream schools and governance in special schools
- Guidance for SENCOs and promoting inclusion
- SEND Whole school reviews
- SEN Services – working with other professionals to ensure high quality outcomes
- Capturing and measuring wider outcomes
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- SEMH in mainstream and specialist settings
- Safer Recruitment
- Safeguarding
- Supporting schools in challenging circumstances
- Making Effective use of data
- Preparation for OFSTED
- Primary-Secondary Transition
- Curriculum Specialities: Sociology PSHE
- Whole School Literacy Development
- Teacher and Headteacher Mentoring
- NQT Support
- Quality First Teaching work
- Headteacher Performance Management
- Governance Reviews and Training



Cathie Bonich – School Effectiveness Partner

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Cathie has been a Standards and Excellence Commissioner for the past five years. Prior to this role Cathie has twenty five years teaching experience, teaching in areas with higher than national social deprivation. Five of the twenty five years were within the secondary sector where Cathie was a pastoral lead and head of faculty. Since 2001 Cathie has held 2 headships within Essex. She was also an executive headteacher of two small neighbourhood schools for 1 year. She successfully led those schools through 5 Ofsted inspections, 4 attaining a good judgement and 1 attaining outstanding. Whilst in the role of executive headteacher she moved one of the schools from an inadequate judgement to good within a 9 month timeframe. In 2009 Cathie qualified as a Local Leader of Education and was also part of a strong network of head teachers who, through working closely with the Cambridge School of Education, produced and published, a book about improving writing for the hard to reach, which was based on action research. Cathie is also a qualified SENDCO and led a school with an enhanced provision for children with lifelong learning needs. Cathie worked closely with headteachers in the West, North East and Mid areas of Essex in her role as Standards and Excellence Commissioner and has been a governor of 2 schools. Cathie is also a member of an Academy Board within the church sector. She is committed to supporting schools and most particularly head teachers, in their drive to provide the best opportunities for all their learners. Cathie can offer Safeguarding reviews/audits which have supported schools in their preparation for Ofsted inspections. She has also carried out Governor training in Work Scrutiny and triangulation of information to support governor monitoring in schools. Cathie is also the LA representative on SACRE.

Areas of Expertise:

- Headships in small and larger Primary schools
- Executive Headship; including 3-18 work
- Supporting schools in challenging circumstances
- Safer Recruitment
- Safeguarding
- Making Effective use of data
- Teacher and Head Teacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT support
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- Guidance for SENCOs and promoting inclusion
- Primary-Secondary transition
- Professional mentoring and coaching



Robin Harbord – School Effectiveness Partner

Email: robin.harbord@essex.gov.uk - Telephone: 07824867619

Robin has worked in a number of roles for Essex Education Authority since 2007 including as a science consultant and raising the participation age commissioner before joining the Secondary Standards and Excellence team in 2013. Prior to that he worked in a variety of roles in Essex and Suffolk Secondary schools and is a qualified science teacher.

As well as supporting many aspects of secondary school improvement (including whole school, sixth form and subject reviews), he has specifically supported and challenged Essex school sixth forms, running the network of sixth form leaders, providing regular conferences and 1:1 support through the Essex Sixth Sense programme.

Robin is an experienced A level Principal Examiner and has co-authored and successfully published the Edexcel A2 Biology Revision Guide and was also one of the authors for “Curriculum provision in secondary science”, a National Strategies guide produced for senior and subject leaders in secondary schools to support the planning of provision in science 11-16 and beyond. Robin is an executive member of the Essex School Governance Association and serves on the committee for the Essex Institute of Directors. Robin has had Ofsted training and experience as a Governor in addition to supporting school improvement and leading CPD sessions in a variety of schools for the past 10 years.

Areas of expertise:

- Sixth form improvement including: leadership, understanding accountability curriculum and funding changes, curriculum design, teaching and learning, data analysis, and IAG
- Data analysis and making effective use of data
- Curriculum design and development
- Science pedagogy
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- Assessment for learning
- School reviews including governance, safeguarding and leadership – especially Sixth Form, secondary and science reviews
- Headteacher / senior leader recruitment
- Senior leadership development / coaching
- Middle leadership development / coaching



Kerrie McGrory – School Effectiveness Partner

Email: kerrie.mcgrory@essex.gov.uk - Telephone: 07921397429

Kerrie has worked for the Local Authority since January 2014, supporting and challenging schools primarily in the North East of Essex. She is a qualified teacher beginning her career in the Lake District. Teaching for many years in Southend as an English Subject Leader, she became Deputy Headteacher in a four form infant school. Kerrie has ten years of headship experience of schools in Essex, including infant, junior and primary.

Kerrie can offer a wide range of high quality traded services to schools and clusters including Headteacher Performance Management, training opportunities for middle and senior leadership, data analysis, support with recruitment of senior staff, the development of peer review within SLIS clusters, Ofsted readiness including quality assurance of the SEF and action planning, safeguarding audits and collaborative reviews of teaching and learning.

Kerrie thoroughly enjoys working in schools, supporting and challenging leaders to ensure the very best outcomes for pupils. Kerrie has been subject to enhanced DBS disclosures.

Areas of expertise:

- Supporting schools in challenging circumstances
- Improving quality first teaching
- Collaborative reviews of teaching and learning
- Middle and Senior Leadership Development
- Headteacher and Senior Staff Recruitment
- Developing Governance
- Headteacher Performance Management
- Safeguarding and Safer Recruitment
- Peer Review
- Headships in small and larger primary schools
- Executive / Advisory Headship
- Preparation for OFSTED
- Making effective use of data
- Headteacher and Senior Leader Mentoring
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- Key Stage Moderation
- Curriculum Specialities: English and EYFS



Nicola Pruden – School Effectiveness Partner

Email: Nicola.pruden@essex.gov.uk - Telephone: 07748 623925

Nicola worked in a number of roles with Essex Education Authority since 2001. Prior to that, she worked for 16 years in a variety of roles in Essex schools. She is a qualified teacher and has received Ofsted training. Nicola's principal subject specialism is mathematics and she has also taught a number of other curricular subjects to GCSE level and beyond. She worked as a Numeracy Consultant for the National

Strategies for a number of years, in this role she developed National Strategies materials on various aspects of the mathematics curriculum and lead on a school-based research project aimed at the development of mathematical thinking skills using modern technology. She completed a Master's degree in mathematics education in 2007. Nicola has a wealth of experience in the area of school improvement and, has worked with up to twenty-five secondary schools on all aspects of school improvement, sharing the successes and disappointments with school leaders. In her previous role as a Standards and Excellence Commissioner, she has been the Chair and a member of Interim Executive Boards, or their equivalent. In each case the leadership has been deemed by Ofsted to be highly effective and in one case was judged as outstanding. Nicola is the Secondary Team lead for data analysis and has been subject to enhanced DBS disclosures. She also has a quality assurance role with a number of schools outside Essex.

Areas of expertise:

- Working with Essex secondary schools on all aspects of the school improvement agenda
- Challenging schools on the progress of vulnerable groups of learners
- Quality assuring all aspects of school leaders' judgements
- Commissioning school-to-school support via Teaching Schools and personal knowledge
- Essex strategic lead for secondary data analysis
- Supporting schools to convert to Academy status
- Supporting MAT formation.
- Working with schools to establish key accountabilities, structures and systems.
- Working on the Ofsted Triad pilot and supporting subsequent triads as facilitator
- Working with schools involved in the Alps KS4 pilot
- Leading and being a member of two IEBs. Chairing a governing body and being a member of a governing body
- Working with academy sponsors and governors to ensure challenge at all levels
- Support for schools with headteacher and senior leader recruitment.
- Delivery of all aspects of whole school improvement to a range of schools and settings.
- Safer Recruitment
- Safeguarding
- Making Strategic use of data
- Target Tracker
- Teacher and Head Teacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT support
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- Guidance for SENCos and promoting inclusion

- Key Stage moderation
- Quality First Teaching work
- Curriculum Specialities: Mathematics, IT, Science and some creative arts



Robin Taverner – School Effectiveness Partner

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Robin has worked as a teacher and leader in schools in England, Germany and Hong Kong. He has been a deputy headteacher in two schools and a successful headteacher in three schools. In recent years, Robin has worked in a large number of schools in Essex, Southend and beyond, supporting them with aspects of school improvement and helping them to prepare for successful inspections. Robin has run training courses for middle and senior leaders, including the National Professional Qualification for Senior Leaders and the Leadership Programme for Deputy Headteachers. Robin has also worked as lead school inspector, on behalf of the Office for Standards in Education. Robin has supported EES for Schools with the introduction of a major school improvement programme called School Effectiveness Plus. This has involved working with schools to pilot this initiative and also writing a development programme called, 'From Data To Action'. Robin has recently joined the School Effectiveness Team.

Areas of Expertise:

- Primary School Improvement
- Supporting leadership in self-evaluation
- Supporting leadership in the development of whole school effectiveness
- Training and supporting school leaders at all levels
- Use and analysis of performance data
- Ofsted training for staff and governors including pre-inspection preparation
- Supporting governors with performance management of headteachers
- School Review – providing an external perspective



Lisa Fergus – Lead School Effectiveness Partner (South)

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Lisa is the Lead School Effectiveness Partner for School Improvement within the south area and is the Matrix Lead for Traded, Leadership and Governance and Diocesan liaison across the county. Lisa has worked within Essex Local Authority since 2009 as an Education Adviser. Prior to this, Lisa worked for another Local Authority as a Local Authority Headteacher and School Improvement Adviser to Schools Causing Concern. Lisa has a range of headship experience from her time as a substantive headteacher and also through the variety of schools that she has supported as a Local Authority Headteacher. Much of this experience has involved supporting schools in challenging circumstances. In her last substantive role as a headteacher, Lisa took up post in a school that had recently dropped to a grade 4. Over the following 18 months Lisa successfully moved the school from serious weaknesses to the second most improved school in the country. Lisa has worked successfully with schools to prepare for Ofsted, develop leadership at all levels, improve standards and progress and improve the quality of teaching and learning. Lisa has extensive experience of supporting governing bodies with all areas of leadership and development, including preparation for Ofsted inspections. Lisa is a trained Ofsted Inspector and has achieved nationally recognised accreditation as a Local Consultant for School Improvement, delivering bespoke leadership training to senior leadership teams.

Areas of Expertise:

- LCI Accreditation
- NPQH Accreditation
- ESPP Leader
- Trained Additional Inspector
- Headships in small and larger Primary schools
- Executive Headship experience; including 3-18 work
- Supporting schools in challenging circumstances
- ISP consultancy
- Safer Recruitment
- Safeguarding
- Making Effective use of data
- Target Tracker
- Teacher and Head Teacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT support
- Diminishing gaps for disadvantaged and vulnerable pupils
- Guidance for SENCOs and promoting inclusion
- Key Stage moderation
- Quality First Teaching work
- Curriculum Specialities: English and History

Alison Fiala – Lead School Effectiveness Partners (Mid)

Email: alison.fiala@essex.gov.uk – Telephone: 07768537487

Since 1984, Alison has been working in Essex as a deputy headteacher, headteacher, leading the primary strategy and now as a lead officer in the School Effectiveness Team. Prior to this she taught in Hertfordshire and was fortunate to have been seconded to work as a teacher centre leader with a focus on teaching, learning and innovation in the curriculum. Currently, Alison is Lead School Effectiveness Partner for Primary and Mid Essex supporting the Director for Education to deliver the Essex ambitions for improved performance for all. She is most proud of what has been achieved over the past few years. Essex has strengthened its reputation as a local authority relentless in its focus of the entitlement to excellence, uncompromising in driving iup standards, successfully developing and commissioning strategies for a range of schools to bring about sustained improvements in the quality of leadership, curriculum provision and outcomes for all learners. Alison has a matrix lead with responsibility for Intervention and Performance Data. She is passionate about school to school support and collaborative learning, promoting cluster and partnership working for the benefit of all children and their families. Alison has worked with schools across Essex to develop partnerships and multi-academy trusts and has experience of supporting five trusts as a director and member. Alison has been subject to enhanced DBS disclosures.



Karla Martin – School Effectiveness Partner

Email: Karla.martin@essex.gov.uk Telephone:

Karla has recently joined Essex County Council as a School Effectiveness Partner following successful headship of a large primary school in East London. In her 20 year career in education, she has worked across both primary and secondary school settings in inner London as a Senior Leader, Associate Headteacher, School Improvement Consultant and Ofsted Inspector. While working for Camden Local Authority she was seconded to support a local Catholic Primary School in difficulty and accelerated its progress from potentially going into special measures. She specialises in leadership development and has delivered training and mentoring on the Pan London Aspiring Leaders Programme with the National College. She is currently pursuing her Masters in Leadership in Education. Karla is a trained facilitator for the Improving Teacher and Outstanding Teacher Programmes and is skilled in coaching to improve the quality of teaching in schools. Her passion for driving and sustaining school improvement has enabled her to work successfully with schools in difficulty to improve their outcomes.

Areas of Expertise:

- NPQH Accreditation
- Trained Lead Ofsted Inspector – Primary & Secondary
- Leadership Development, Coaching and Mentoring
- Supporting Schools in Challenging Circumstances
- Quality First Teaching Work
- NQT Support
- Safeguarding
- Preparation for Ofsted
- English as an Additional Language / Advanced Bilingual Learners
- Curriculum Specialities: English and Modern Foreign Language



Kim McWilliam – School Effectiveness Partner

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Kim McWilliam is a School Effectiveness Partner for Inclusion. She is a qualified teacher and is a practicing Ofsted Inspector for the London regional team. Kim has over twenty years' experience in education. She has worked in a range of schools mainly in London Boroughs and has worked in the Local Authority in a range of school improvement roles. Kim has worked for the Local Authority initially as a National Strategies Consultant in the development of a national framework for Design and Technology, Assessment for Learning Consultant and as the Lead Teaching and Learning Consultant. Most recently her role has focused on improving the outcomes for pupils with SEND in Special Schools, schools with enhanced provisions and mainstream primary and secondary settings. She has been subject to enhanced DBS disclosures.

Areas of Expertise:

- Current practising Ofsted Inspector for London Region
- Membership of an IEB
- Member of a TSA Management Board
- Supporting schools with Self-Evaluation including quality assuring all aspects of school leaders' judgements
- Commissioning school-to-school support via Teaching Schools and locality knowledge
- Data analysis and making effective use of data with particular reference to holistic approaches to assessment
- Capturing and measuring wider outcomes
- Safer Recruitment trained
- Safeguarding
- Headteacher/Senior Leadership recruitment
- Headteacher performance management
- Supporting schools in challenging circumstances
- Preparation for OFSTED
- Quality First Teaching work
- Assessment for learning
- NQT Support
- Primary-Secondary transition
- Support for SENCOs around their leadership role
- SEND Whole school reviews
- Leadership of SEND at whole school level
- Developing Governance particularly SEND Governance in mainstream schools and governance in special schools
- Embedding inclusive practice in mainstream schools
- Preparation for OFSTED
- Guidance for SENCOs and Promoting Inclusion



Karen Woolhouse – School Effectiveness Partner

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Karen is currently a School Excellence Partner - Inclusion. She has considerable experience of teaching and senior leadership in primary and special schools. She currently works for the local authority to improve the outcomes and life chances of children with special educational need in special schools and enhanced provisions and has held responsibility for monitoring independent and out of school student placements as well as taking the education role for new design and build special school projects. Karen also provides support to school leaders across all phases of mainstream education, particularly in relation to SEND. This includes training and development in aspects of school improvement such as leadership, tracking progress data, teaching and learning and the school element of the local offer. Support has also been provided to Governors. A key passion has been Pupil Voice and a range of innovative projects have been developed with children and young people in Essex. Karen has also been contracted with Ofsted since September 2015 and is a current Ofsted Inspector.

Areas of expertise:

- Qualified current Ofsted Inspector
- Leadership in Primary School
- Supporting Executive Headship
- Supporting schools in challenging circumstances
- Safer Recruitment
- Safeguarding
- Making Effective use of data
- Target Tracker
- Teacher and Headteacher Mentoring
- Preparation for OFSTED
- Developing Governance
- NQT Support
- Narrowing the Gap for vulnerable pupils, including accelerating progress of more able pupils
- Guidance for SENCO's and promoting inclusion
- Special school and Key Stage Moderation
- Quality First Teaching
- Primary-Secondary Transition
- Pupil Voice
- Special school design to meet educational requirement
- Special school leadership
- Special school and assessment/moderation
- Developing SEN Information report
- SEND Review – special, enhanced provision and mainstream
- SEND area data
- SEND Innovation projects
- Enhanced provision – HI, VI, Speech and Language, Sensory
- Alternative Provisions – SEMH
- Supporting schools out of inadequate
- Sustaining outstanding provision