

# School Improvement

CONSULTANCY, TRAINING  
& COACHING



# Invest in teaching & leadership

with Vicky Crane



Upcoming highlights



Dear Headteacher,

I am delighted to share with you a range of high-quality training programmes that focus on developing leadership and supporting teaching. My work centres around supporting schools to achieve excellence and as such I pledge to:

- explore subjects deeply,
- tackle complex issues with rigour, and
- support colleagues to achieve more than they thought possible.

**Training courses:**

I offer a range of 'open courses' in which colleagues from different schools come together to study, and in addition I provide bespoke training options for individual schools and MATs.

My courses are a fantastic mix of theory and practical application. Colleagues value the sessions because they know they can use the content and the approaches immediately.

Evaluations from previous courses highlight the excellent quality, the depth of knowledge achieved, the range of ideas, the opportunities to engage in high quality professional dialogue, the positive atmosphere in which colleagues feel comfortable to contribute and the research base on which the courses are founded. School feedback confirms that courses have significant impact.

*"The training was brilliantly constructed. One of the best courses I have attended in years. I wanted to be challenged and provoked, but also given some new ideas to work with and the day achieved all of this." Headteacher*

*"Every session has been immensely useful." "A very thought provoking and useful day." "Vicky is a fantastic trainer – very inspirational and knowledgeable." "I know staff are finding the training incredibly useful." "Truly exceptional in tailoring to our school, my vision and also the staff rather than just being generic."*

All courses are supported with useful resources to aid implementation.

*"Vicky's level of expertise, her level of reality, and her level of practicality sets her apart from other school improvement professionals." "Thank you for being so generous in your support. I have been inspired and energised to keep going. Truly a well timed and informative session that I can practically put into practice for IMPACT."*

Please do not hesitate to get in touch to discuss your requirements.

*Vicky Crane*

Vicky Crane  
School improvement consultant, trainer and leadership coach

# DHT invest

## Great face-to-face CPD days

Continuing leadership development training is vital for Deputy Headteachers, enabling them to be at their best in this challenging role. These fantastic face-to-face training days are designed to stimulate thinking, support high-level planning and provide the opportunity for leaders to engage in robust, structured reflection. As each day has an overarching theme, leaders can choose to attend one or more of the days.

### People centric leadership: 14th January 2025

The most successful leaders master the art of leading themselves and those around them. This day focuses on placing people at the heart of the leadership conversation.

- Harnessing emotional intelligence;
- Utilising motivational theory;
- Influencing school culture;
- Considering leadership styles and how others experience you.

### Operating strategically: 25th February 2025

This half-way point in the academic year is an ideal time to pause, reflect and think forward. Enhance your strategic skills and spend the day engrossed in strategising.

- Developing strategic thinking and using strategic thinking tools;
- DHT communication;
- Leading leaders.

### Strategic oversight of English: 24th March 2025

Gain brilliant insights and key knowledge that will be invaluable for raising standards in your school. (The English leader is welcome to attend the event alongside the DHT).

- Strategic leadership of Reading.
- Strategic leadership of Writing.

### Increasing impact: 19th May 2025

A boost in any of these areas will help you be a more impactful and happier leader!

- Approaches to increasing personal effectiveness;
- Managing standards & challenging conversations;
- Time management - a personalised approach;
- Effective delegation and increasing the impact of others.

*"For a course to have impact at this level, it is not just about the topics that are covered, it is about the quality of professional dialogue, the level of thinking, and the practical tools that leaders take away with them. It is the honest exchange of ideas on complex issues and it is creating a safe space to talk openly. Each day is a great blend of theory, reflection and personal development." Vicky Crane*



"This has been one of the most informative, interesting and useful courses I have been on."

"Excellent ideas and suggestions, especially when dealing with tricky issues. I would recommend this training to others."

"Lots of research, ideas, information giving food for thought and challenging current practice - backed up with practical resources."

"The journey I have been on is amazing. Thanks for everything. I would highly recommend this course to others."

"Research, quality of activities, engagement, reflection. This has been a confidence-building, superb course."

9.15am-4.00pm

North Leeds venue

People centric:

Tue 14th January 2025

Operating strategically:

Tue 25th Feb 2025

Strategic oversight English

Mon 24th March 2025

Increasing impact:

Mon 19th May 2025

Each day is £225+VAT

Second delegate £125+VAT from the same school

Includes lunch & refreshments

# Leadership Coaching

## 8 coaching themes for leaders

- **JOURNEY COACHING:** Providing much needed head space on a regular basis to process work matters. With a focus on reflection, interpretation of events and thinking forward, these sessions aid clarity. Enjoy a safe space to share, problem solve and mentally re-charge.
- **WHOLE SCHOOL GOAL COACHING:** Ideal for DHTs and AHTs leading a whole school project. With sessions throughout the year, colleagues are provided with structured opportunities to think, analyse, reflect and problem solve through a coaching approach.
- **STRENGTHS COACHING:** Harness your unique strengths. This is a fantastic, uplifting coaching programme that helps senior leaders to 'name, aim and action' strengths. Learn how to lean into strengths for maximum impact utilising the Clifton Strength Finder assessment.
- **GROWTH COACHING:** This package is a blend of training, think pieces, professional dialogue and coaching. The leader selects an aspect of leadership they wish to develop, e.g. holding others to account, communication, emotional intelligence, leading a team.
- **ISSUE COACHING:** From time to time, we all face difficult and challenging circumstances at work. Coaching can help you to process emotions, behaviours and events, and enable you to try out new ways of thinking and new approaches.
- **NEW TO ROLE COACHING:** This coaching helps you to unpack the requirements of your new role and transition effectively.
- **TEAM COACHING:** You can choose an open ended 'emergent approach' in which key issues surface through the coaching sessions, or a 'goal oriented' approach in which your team have one or more specific objectives they wish to explore.
- **PERMA + 4:** Coaching for wellbeing using the following framework - Positive emotions, Engagement, Relationships, Meaning, and Achievement + Physical Health, Mindset, Environment and Economics.



Vicky Crane

Consultant and Trainer

*"Each programme starts with helping you to identify what you want to achieve through coaching. Having really clear goals serves as a golden thread through all the sessions. The tools I use in coaching are specifically chosen for you and the themes you are exploring. For example, coaching tools can help you to see an issue from a different perspective, provide support in generating new ways of thinking, or help you to explore an issue more deeply. Through a rich, reflective dialogue leaders are able to consider pertinent issues, ensuring they can apply coaching insights immediately, whilst also setting those conversations into the wider context of what they want to achieve in the long term. Working incrementally, and switching between the immediate and the long term ensures the coaching programme has high impact."*

"The coaching has exceeded my expectations."

"The sessions have enabled me to gain clarity, see issues from different perspectives, and have pushed me to think more deeply."

"Just knowing the sessions are coming up has been great!"

"Having clear goals has been excellent for keeping coaching focused and cohesive. I've also appreciated that each session has been flexible, enabling me to work on what is important to me right now and following a flow rather than being rigid. This combination has been highly effective."

"I am able to fully concentrate in sessions knowing that you will be providing excellent notes."

90 minute sessions for senior leaders and headteachers delivered via zoom (except for team coaching which is face-to-face).

As the nature of each coaching programme is different, please email for a quote.

You can also book a free discovery meeting to explore options and consider if my coaching approach is right for you.

# Instructional Coaching

## Kick start instructional coaching in your school:

The programme starts with school based face-to-face day for senior leaders to help you establish an instructional coaching programme that is right for your school.

- Learn about the research;
- Make decisions and plan the programme;
- Set out the practical actions needed to launch;
- Design an instructional coaching policy;
- Create a strategic plan to harness both the immediate and longer term benefits that instructional coaching can provide.

Through an incremental approach, you can move at a pace that matches your capacity.

## Systems and processes:

The support provided equips your school at a very practical level for success. Resources and documentation support coaches and leaders to run instructional coaching effectively.

## Coach Training:

Invest in high quality training and equip coaches for success. By completing training, coaches will be able to embody the key principles of effective instructional coaching, create the optimal conditions for impact, and have the confidence they need to operate effectively within a coaching framework. The training covers relationships and emotional intelligence, as well as practical skills such as how to unpack, model and guide teachers in instructional methods. Our coach education programme focuses on a 'deep coaching' approach that ensures coaching has a profound, lasting impact on teachers and their practice.



Vicky Crane

Consultant and Trainer

*"By bringing together my coaching expertise, my school improvement consultancy experience and my wide ranging knowledge of teaching and learning, I can help you to create a vibrant and effective peer coaching team.*

*I can provide the expertise you need at a leadership level to launch a successful coaching programme and provide on-going support that will ensure the impact of instructional coaching is realised."*



*There isn't a single definition or one right way to implement instructional coaching. Utilising research, making choices, creating the right conditions and training coaches are all important elements in success.*



*"A very thought provoking day."  
Lead teacher*

*"I'm feeling much more confident about starting the coaching."*

*"Brilliant activities which really helped me to think about how to be an effective coach."*

*"Teachers found it incredibly useful and I've already received lots of positive feedback." Headteacher.*

Start with a free 1 hour zoom discovery session: Ask questions and tap into my knowledge base. Start to consider how a bespoke package of support can meet your needs.

As the majority of the support is provided face-to-face, this package of support is only available to schools based within 80 miles of Scarborough.

# Metacognition

## Tackling the disadvantaged gap

Return to school equipped to lead the development of metacognition, including a plan of action and a wealth of resources to aid implementation. Grounded in high quality research, participants will extend their knowledge and understanding of this exciting field of psychology. The course particularly focuses on how metacognition can be used to improve outcomes for disadvantaged pupils. The EEF rates metacognition as the highest impact strategy for closing the attainment gap, reporting that pupils can make 7+ months of progress. The course will help to show you how.

Covered during the day are a number of themes:

- understanding the role metacognition plays in pupil progress and how pupils can become more effective and efficient learners;
- increasing teacher understanding of how to develop metacognition in the classroom;
- using metacognition to help pupils think and think more deeply;
- metacognition in the curriculum; metacognition applied to problem solving, mathematics, listening and reading;
- using metacognition to enable pupils to become more independent in selecting and using strategies, tools and routines for different types of learning;

Create learners who are: highly reflective and capable of taking charge of their own learning; are proactive in formulating their own questions; engage in self-monitoring and self-correcting; and can articulate their learning. Equip pupils with the capacity to be better learners and achieve higher outcomes.

*This is an excellent opportunity to tap into the expertise of Nathan Burns, author of 'Inspiring Deep Learning with Metacognition' and 'Teaching Hacks, fixing everyday classroom issues with metacognition', and to gain from Vicky Crane's experience in enabling schools to harness the power of metacognition.*



Vicky Crane

Consultant and Trainer



Nathan Burns

Mr Metacognition



"Useful resources and excellent activities that I have been able to use in twilight training sessions in school. Really enjoyed the training. Vicky is a generous and engaging course leader."

"Really practical resources. Lots of activities to take back for immediate and long-term action."

"The whole course was outstanding."

"Lots of ideas to develop metacognition across the school."

"Inspirational!"

"Nathan's passion was infectious. Clear strategies for implementation to support and guide learning for all."

"Hugely valuable." "I never fully understood metacognition until yesterday."

Prices (exc. VAT)

First delegate £190

Second & subsequent delegates from the same school £125

9.15am-4.00pm

Thursday 28th November 2024

Weetwood Hall, Headingley, Leeds

Includes lunch and refreshments

Participants gain access to supporting online resources.

In-school options also available.

# Developing oracy

There is a wealth of evidence from major international studies that high quality classroom talk raises standards in core subjects. The spoken word is central for thinking, expression and engagement. How can we ensure that pupils develop the vital skills they need?

We want our children to be productive and engaged in classroom life. We want them to be inquisitive and questioning. We want them to form opinions, share their views and listen attentively to others, challenge and debate ideas and take part in deep thinking. How can we ensure talk is supporting pupils to achieve higher outcomes?

Three key themes for leaders and teachers to consider:

**Learning to talk; Learning through talk; Learning about talk.**

- **Oracy skills:** Utilise a framework of six key pillars (physical, linguistic, cognitive, social & emotional, toolkit and ownership) to plot progression and ensure pupils make rapid progress with spoken language;
- **Teaching:** Effective teacher questioning; Challenging learners through dialogue; Using a variety of talk techniques; Talk as a medium for learning across the curriculum; Creating classrooms in which talk thrives.
- **Pupil responses:** Increasing participation and supporting reluctant pupils; Generating high quality pupil responses; Developing pupil skills in asking their own questions;
- **Thinking:** Utilise structures within talk activities which support pupil thinking; Consider how talk is a medium for developing thinking.
- **Listening:** Using metacognition to improve listening; Teaching active listening skills.
- **Assessment:** Oracy assessment frameworks and providing constructive feedback;
- **EYFS:** Language development linked to key areas of provision.
- **Promotion of oracy:** Creating a school culture in which oracy is valued; engaging parents and the wider community; organising oracy focused events.



Vicky Crane

Consultant and Trainer

*"This CPD focuses on increasing the rigour, variety, breadth and depth of using the spoken word. It examines the importance of the spoken language development for educational achievement and for social goals. It examines oracy from a variety of angles, such as cognitively and linguistically. Take a fresh look at spoken language and build expertise within your school."*



"Brilliant ideas easily put into practice."

"Really practical resources. Lots of activities to take back and use immediately and longer term actions."

"Vicky's whole course was outstanding."

"Fantastic!" "Couldn't have been better!"

"Thoroughly enjoyed the day."

"Excellent resources / ideas to help with higher order questioning."

"More than met my expectations."

Leadership of oracy:

Prices (exc.VAT)

First delegate £190

Second & subsequent delegates from the same school £125

9.15am-4.00pm

Tuesday 21st January 2025

North Leeds venue

Includes lunch and refreshments

Participants gain access to supporting online resources.

*In-school options also available.*

# Happiness at Work

## Take a fresh look at well-being

Investing in “Happiness at Work” is not just an investment in employee well-being—it’s a **strategic approach** that can deliver substantial returns.

“Happiness at Work” is grounded in **robust research**. Rather than targeting surface level and tokenistic measures, it delivers on the deeper drivers of job satisfaction, engagement, and long-term productivity. By adopting this evidence-based approach, you can elevate staff well-being to a new level, ensuring sustainable improvements that go beyond temporary morale boosts, resulting in a more vibrant, resilient, and high-performing school community.

The framework and training will open new ways of thinking about employee satisfaction, well-being and thriving at work.

- **Rigorous:** Learn about the research and why actions based on the 7 drivers will deliver a multitude of benefits to your school.
- **Staff interviews and assessments:** Instead of the annual survey, use the 7 drivers to gain insights and knowledge that will be truly useful in creating a better experience of work for all.
- **Baseline:** Use the 7 drivers to make judgements about the current position and set a baseline that paves the way for practical change.
- **3-year strategic plan:** Support for senior leaders in creating a plan to deliver on incremental change.
- **Leadership programme:** Train colleagues on key research and provide them with knowledge, tools and skills to drive forward developments and influence school culture positively.
- **Empowerment:** Increase the knowledge of all colleagues on the Happiness at Work research and help them to see how everyone is part of the solution.

## 7 Drivers



### Organisational Benefits:

- Increased productivity;
- Higher outcomes and results;
- Improved work place behaviours;
- Lower levels of absenteeism;
- Reductions in staff turnover;
- Reduced instances of burnout;
- Greater stakeholder satisfaction;
- Higher levels of overall effectiveness.

### HEADTEACHER - STRATEGIC INTENT TRAINING

9.15am-12.30pm via zoom

Dates available:

Friday 6th December

Friday 17th January

Friday 7th February

Friday 7th March

£125 for the HT & 1 senior leader.  
Additional colleagues £75 each.

### ADDITIONAL face-to-face SUPPORT OPTIONS

Training sessions on the 7 drivers.

Staff interviews.

Senior leadership support for utilising criteria to set a base line and create a 3-year strategic plan.

Training for all your leaders.

Whole staff training events, empowering everyone to be part of the movement.



*“The Crane Happiness at Work framework is a fantastic, evidence-informed tool that can be used in multiple ways to shift well-being and happiness at work levels. Let me help you take a strategic approach that will deliver on the changes you seek.”*

Join one of the introductory sessions or book a school specific discovery meeting.