



If you are an experienced middle or senior leader who is interested in supporting leaders in other schools, you may wish to **apply to be a specialist leader of education (SLE)**.

Teaching schools are responsible for the selection and placement of SLEs. This is one part of the government's plan to give schools a central role in developing a self-improving and sustainable school-led system.

The application round to become a TELA SLE will open on 5th June and will remain open until 25th June, with interviews held on 3rd and 4th July at Forestway School, Warren Hills Road, Coalville LE67 4UU

We are recruiting for these areas of expertise in this round:

Primary; Early Years; English; Closing the gap; NQT development

Secondary; English; closing the gap; Maths

To apply, you should:

- contact TELA to log your interest at tela@thomasestley.org.uk, stating your name, position, school and potential area of expertise and sign up to attend the Aspirant SLE information event at TELA teaching School on Monday 18th June 4.00-5.00. **It is compulsory to attend this event prior to submitting a SLE application.**
- complete the application form by Monday 25th June. Submit your application to TELA at tela@thomasestley.org.uk or by post to Jo Robotham, Teaching School Administrator, Thomas Estley Community College, Station Road, Broughton Astley, Leicestershire, LE9 6PT with the headteachers reference completed

Please see the [SLE application guidance](#)

To become an SLE, you need to have been **in a leadership role below the headteacher for at least 2 years**. Your headteacher will be asked to confirm that you are in an appropriate role. Higher level teaching assistants are not eligible to apply.

You can be from any type or phase of school. You don't need to be in an outstanding school or a school that is part of a [teaching school alliance](#), but your school will need to have the capacity to release you to work in other schools. You must have at least 1 specialism from those listed above.

To be successful in your application, you should have:

- a successful track record of working effectively within your own school and/or across a group of schools, or working with a range of leaders within a single school
- evidence of successfully using coaching and/or facilitation skills to bring about sustainable improvements
- excellent communication and interpersonal skills
- an understanding of what constitutes 'outstanding' in your field of expertise and the ability and confidence to communicate this
- an understanding of how your specialism and skills can contribute to wider school improvement goals
- an analytical approach in identifying and prioritising needs
- the ability to set and establish new and innovative working practices
- the ability to grow leadership capacity in others

You can also provide supporting evidence gained from completing leadership development opportunities such as:

- the [National Professional Qualification for Senior Leadership](#)
- the [National Professional Qualification for Middle Leadership](#)
- the [SSAT lead practitioner accreditation](#)

There is no limit on the number of times a candidate can apply. There is no cost to apply. Candidates may apply to multiple teaching schools, but can only accept designation from one teaching school.

What an SLE does

SLEs focus on developing leadership capacity. While other roles (for example, advanced skills teachers) focused on developing classroom expertise, this role is about developing other leaders so that they have the skills to lead their own teams and improve practice in their own schools.

This may be done through one-to-one or group support and could involve a variety of activities, such as:

- data analysis
- coaching
- facilitating and training
- joint action planning
- lead subject network

If selected, you will be expected to provide evidence that your work has had a positive impact on outcomes for children and young people by developing leadership capacity in other schools.

Time commitment

The role lasts for 4 years, at which time there will be a review. The types of placements will vary. For example, one might be a 2 day diagnostic exercise, while another might require a more sustained period of time supporting within a school. Time may be taken as a block of consecutive days or spread over a longer period.

There is no minimum or maximum time commitment. You and your school will need to think carefully about capacity and negotiate your availability together.

Payment

There may be payment for specific placements, either from schools receiving support or from other organisations using your services, to help reimburse your school or pay for supply cover. Any payment will be agreed and managed by the headteachers and governors of the schools concerned, in line with statutory guidance, normally through the TELA School Support Team process for official TELA placements.

How the programme works

Placements to support other schools	Each placement will be designed to meet the needs of the supported school. They may involve coaching, mentoring or facilitation skills – there is no set method, but support will always focus on sustainable leadership development and school improvement. You will need to keep TELA informed of progress regularly, and you will be provided with visit record forms to do this.
Access to ongoing support and training	TELA will ensure that there is support available for you, when and where required. Our School Support Team also meets two times a year for training and sharing best practice.
Additional opportunities	As well as supporting other schools, we expect that you will also be able to engage with other areas of work – for example, research activity or delivering CPD programmes on behalf of TELA or working with national policy makers in relation to particular specialisms.

Appeals

There are 2 situations where you have the right to appeal:

- if your initial application is not successful
- if you become an SLE and, when reviewed, are judged to no longer meet the criteria

To make an appeal you should:

- read the [SLE appeals procedure](#)
- request an appeals form from TELA
- submit the form to TELA within 10 working days of receiving the outcome you are appealing (if the outcome is received at the end of term, this period will transfer to the following term)

You are encouraged to try to reach an informal resolution with TELA before making a formal appeal.

Contact us

For further general information about specialist leaders of education, please email sle.enquiries@education.gsi.gov.uk or contact the national help desk. Telephone 0800 085 0984 Opening hours: Monday to Friday 9am to 5pm, excluding UK bank holidays.

For further information about your potential TELA SLE application, contact tela@thomasestley.org.uk or ring 01455 283263 extension 3206.