

## Evidence Leads in Education (ELE)

### Recruitment in Lincolnshire, North Lincolnshire and North East Lincolnshire

We are looking to increase our talented workforce and wish to recruit to add to our current cohort of 8 Evidence Leads in Education (ELE) in Lincolnshire. ELEs contribute to evidence informed school improvement and are designated by Kyra Research School.

#### Evidence Leads in Education...



Is this you?

Or someone you know?

#### What are ELEs?

ELEs are outstanding teachers, who are middle and senior leaders with the skills to support individuals or teams in similar positions in other schools. They understand what outstanding leadership of evidence-informed school improvement looks like and are skilled in helping other leaders to achieve it in their own context.

#### Duration:

There is no pre-defined time commitment for ELE work as models and types of deployment vary according to need and capacity.

**Commitment:**

Successful applicants must have a commitment to outreach work, the capacity to undertake such work, and with the full support of their Headteacher.

**Cost:**

There is no cost to apply. Successful applicants will be entitled to training from the Research School. When outreach is planned and booked, the Research School will cover all costs to the ELEs home school, including supply cover.

**Timeline:**

<b>Application window opens</b>	3 February 2020
<b>Application zoom call to support applicants thinking about applying.</b> <b>Please email</b> <a href="mailto:research@kyrateachingschool.com">research@kyrateachingschool.com</a> <b>to request a link to join the call.</b>	10 February 2020 at 16:00 - 16:30
<b>Application window closes</b>	24 February 2020

The process is similar to that for designating Specialist Leaders of Education. There is an application form to complete which requires a statement from your Headteacher.

**If you have a query please email:** [research@kyrateachingschool.com](mailto:research@kyrateachingschool.com)

## Attributes of an Evidence Lead in Education

COMMUNICATION
<b>Influencer</b>
<ul style="list-style-type: none"> <li>- can see the big picture, convinces others of the need to base practice on evidence               <ul style="list-style-type: none"> <li>- understand change management and problem-solving techniques</li> </ul> </li> </ul>
<b>Motivator</b>
<ul style="list-style-type: none"> <li>- use coaching and mentoring skills to encourage others</li> </ul>
<b>Interpreter</b>
<ul style="list-style-type: none"> <li>- make the evidence accessible to practitioners, synthesise evidence</li> </ul>
<b>Communicator</b>
<ul style="list-style-type: none"> <li>- gets the message across, and listens, uses all channels to disseminate</li> </ul>
TRAINING
<b>Gatekeeper</b>
<ul style="list-style-type: none"> <li>- is a guardian of the evidence base</li> </ul>
<b>Enabler</b>
<ul style="list-style-type: none"> <li>- support colleagues in their use of evidence</li> </ul>
<b>Analyser</b>
<ul style="list-style-type: none"> <li>- can analyse the data</li> </ul>
<b>Facilitator</b>
<ul style="list-style-type: none"> <li>- creates the environment in which others feel able to contribute               <ul style="list-style-type: none"> <li>- support and train others to use and interpret evidence</li> </ul> </li> </ul>
<b>Researcher</b>
<ul style="list-style-type: none"> <li>- know how to design research (or willing to learn)</li> </ul>
<b>Leader</b>
<ul style="list-style-type: none"> <li>- take the lead on the use of evidence in school/across clusters, leads PLCs</li> </ul>
<b>Collaborator</b>
<ul style="list-style-type: none"> <li>- work with other ELEs across the region</li> </ul>
INNOVATION
<b>Innovator</b>
<ul style="list-style-type: none"> <li>- identify interesting projects, support bid writing</li> </ul>
<b>Evaluator</b>
<ul style="list-style-type: none"> <li>- lead evaluation of projects (or willing to learn)</li> </ul>

## Types of ELE Deployments



The above illustrates the types of ELE deployments. We look at each ELE's experience, knowledge and skills before we decide who to deploy.



## Further Information about Kyra Research School

Kyra Research School, based at Kyra Teaching School in Lincoln, is one of a national network of 32 Research Schools and Learn-AT Associate Research School is one of 7 Associate Research Schools. Research Schools aim to lead the way in the use of evidence-based practice and bring research closer to schools. We work with the other schools in our networks to help them to make better use of evidence to inform their teaching and learning.

At the Kyra Research School and Learn-AT Associate Research School we will:

- **Inspire engagement**, by making visible 'what works' and making it accessible to all practitioners
- **Grow capacity**, through encouraging leaders and teachers at all levels to be responsible for evidence-based practice in their classroom, with support from our core practitioner team
- **Identify local champions**, who will model and innovate in their schools and their clusters
- **Build partnerships**, harnessing our existing networks and developing new ones across the East Midlands region
- **Plan for sustainability**, we will create an effective team approach, where ownership and participation levels are high and sustainability is inherent
- **Be ambitious for children**, we will develop and deliver our vision of transforming the lives of the children we serve.

## ELE FAQs

### 1. **What's a Research School?**

The Research Schools Network is a collaboration between the Education Endowment Foundation (EEF) and the Institute for Effective Education (IEE) to create a network of schools that will support the use of evidence to improve teaching practice. There are many evidence-based resources and tools available to help improve teaching practice and raise the attainment of pupils, but it can be difficult to get research into schools in ways that really make a difference in the classroom.

Research Schools aim to lead the way in the use of evidence-based practice. Through the network they will share what they know about putting research into practice, and support schools in their region to make better use of evidence to inform their teaching and learning so that they really make a difference in the classroom.

### 2. **What will an ELE do?**

There is a range of activities that an ELE can undertake. For example, an ELE could be deployed to support and contribute to the work of the Research School focusing on encouraging the use of evidence to inform school improvement decisions; co-design and co-deliver CPD; act as a coach and mentor for practitioners who are engaged in evidence-informed interventions. A deployment could be speaking at after-school staff meetings, leading a workshop to look at the evidence on a particular area of the curriculum, facilitating a professional learning community, undertaking activities relating to evaluating interventions or projects, and co-designing micro-trials.

### 3. **What skills and knowledge are required to be an ELE?**

The information pack includes information about the attributes of an Evidence Lead in Education.

### 4. **What support will I receive?**

You will be supported by Kyra Research School staff, other ELEs and the wider Research school network.

### 5. **What training will I be able to access?**

You will receive introductory training. There will be an annual training day which you will be expected to attend and optional training sessions throughout the year. We will also organise training on new EEF guidance as it emerges so that you are able to share the recommendations with others. There will be opportunities to attend regional and national Research network meetings.



**6. What's the time commitment?**

We expect ELEs to be available to deliver a minimum of 6 days support per year, the times and dates of which will be mutually agreeable to the client school, the ELE and the ELE's home school.

**7. Are you recruiting ELEs from all phases?**

Kyra Research School's remit is to support all school phases. We will accept ELE applications from all phases and contexts.

**8. How much will the ELE's home school be remunerated?**

The home school will be remunerated for ELE deployment at the rate of £297.50 per day. The above rate is fully inclusive of travel and other expenses unless specifically agreed otherwise. A day is defined as 6.5 hours. No additional payment will be made for planning, preparation or write up unless specifically agreed otherwise. A purchase order will be raised following the completion of the package of support / programme of training and payments will be made on the receipt of a corresponding invoice from the ELE's Home School.