Hello We Are In Beta guests and listeners!

Welcome to all you new subscribers too. Thank you so much for joining us. Check out previous episodes here.

It’s such a pleasure to see more and more you wanting to tune in to learn from inspiring school leaders like my guest this week, Clare Rees, Headteacher at Havelock Primary School.

Clare has spent the last three years asking some big questions:

- How do you develop trust to move a school forward?
- How do you develop an openness that sometimes isn’t there?
- How do you develop a new style of leadership?

Not easy to answer, especially when you’re you are doing a research doctorate as well as your full-time headteacher role.

Clare is a phenomenal leader. I’m really excited to release Episode #6 of the We Are In Beta Podcast. She shares how she built trust in her school by creating a coaching culture.

So, take a break or schedule some time on your commute:

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Leave us a review and I’ll give you a shout out in the next episode

Read the full transcription
What do we talk about in the podcast?

- Why it’s her ‘grandmother’s fault’ she became a teacher
- The advice her colleague gave her that she ignored
- Why she didn’t believe she could do a doctorate but took it on anyway
- How, over the course of three years, she gradually implemented and embedded a coaching culture
- The difficulties she and her team faced and how she overcame them
- What you need to get in place that makes building trust surprisingly easy
- Why looking to hospitals could help solve teacher retention
- What we need to do that will help teachers exceed all performance goals
- The problem they face when implementing a zero-tolerance behaviour policy and what they did to make it disappear
- How good behaviour for learning helps them to balance the books
- The one question she could ask every headteacher if she could
- Why she is optimistic about the future of education

💬 Join the conversation. Tweet us @NiallAlcock and @ReesCM4. We’d love to know what you think.

📧 If you’re reading this as a public post, get access to all future episodes before anyone else as well as insights and resources from our inspiring guests by subscribing here 💌

The best In Beta bits

We Are In Beta is a positive space that aims to capture the knowledge of inspiring school leaders.
As a thank you for being a valued member of the community, I curate the practical strategies and solutions to the challenges they’ve face so you don’t miss out on them - the partnerships, the programmes, the books and the blogs.

So what’s come up via Clare's interview?

- This will be a trip down memory lane for most of you but it’s what inspired Clare to be a research informed practitioner
- Where Clare is doing her Doctorate. Want to follow in her footsteps?
- The external consultant who trained her teachers to coach
- An event Clare organised. This one’s been and gone but she is always organising community led events and there are some inspiring colleagues in here you could connect with.
- The slides that capture what Clare said about Alison Peacock and irresistibility
- Clare’s recent paper for the Chartered College of Teaching’s Impact Journal. If you’re not a member you can read it here.
- An absolute treasure trove of action research projects, presentations and articles that demonstrate what a phenomenal leader Clare is and what an inspiring school Havelock is. Be sure to check out all the sessions.
- A book that completely challenged their approach to behaviour management and transformed pupil behaviour at her school
- The model that underpins their behaviour approach
- A tool Havelock Primary used to amplify pupil voice and gain insights to inform their feedback policy
- The software they used to track and reward positive behaviour successfully
- The organisation that helped them get FREE books from their library
- The 30- hour offer for nursery they do at Havelock
- An overview of the community of practice Clare Runs with an upcoming We Are In Beta guest Jeremy Hannay (well worth following if you don’t already). I know they’d love to host you. Get in touch with them. @ReesCM4@HannayJeremy
- The first piece of research she always shares with teachers

Get involved in the community
If you’d like to tell your story or nominate a school with an incredible story to tell on the podcast, check out the topics we’ll be exploring or tweet me @niallalcock with what you’re working on.

Not ready to share your story on the mic but still want to share what you are doing in your school with the community? Let me know and include it in community news.

Thanks for playing your part in making education the place we all know it can be.

Best,

@NiallAlcock

Please take a moment to “like” this post (the button is at the top of the mail). It helps others discover We Are In Beta. It’ll make my Sunday too.

If you found this newsletter useful, hit that forward button to share it with your colleagues so we can benefit from more wonderful, collective knowledge.

If you’re reading this as an email, you can keep an eye on it online as we add resources and links to it.
What have people been saying?

Jonny Bailey @JonnyBailey87
If you do one thing this Sunday, listen to this! A great podcast with @ReesCM4 about leadership, learning and education. Obviously, I'm biased but worth it!

Niall Alcock @NiallAlcock
Want to hear how inspiring school leaders are tackling the big issues in schools? On today's We Are In Beta podcast @ReesCM4 Headteacher at Havelock Primary, shares how she develops trust to move her school forward. Subscribe to receive the link just after lunchtime today.

Tony Meehan IE @tonymeehan_59
Honoured to be included as one of your rainbows. Great podcast #inclusion #coaching #inspired #leadership https://t.co/Ds82lp7aft

Clare Rees #FCCT @ReesCM4
Honoured @NiallAlcock to be included in 'We are in beta.' Thanks to all the rainbows 🌈 in my cloud who have inspired me @AlisonMPeacock @MaryMyatt @pauldixtweets @tonymeehan_59 @JonnyBailey87 @naz2999 @gurjit27 @HavelockPrimary @HannayJeremy @bishbash87 @KathrynJoy2 @walsh_caz

Danny McGilloway @MrDMcGilloway
@NiallAlcock @ReesCM4 Hugely informative podcast. Thank you Niall. We have a similar approach to 'learning walks' and observations. The extra layer here around coaching across wider leadership is food for thought.

Rachel Martin @RachelVMartin
I thought being a deputy head, mother and doing a masters (back in the day) was tough, that’s nothing on my friend @ReesCM4 https://t.co/Vu08XScPWm
West London Head @WestLondonHead

This is well worth a listen - I’ve been using coaching for years but this made me reflect on just how effective I’ve been. V proud of friend and colleague Clare Rees, HT, Havelock Primary - How to build trust in schools by creating a coaching culture https://t.co/dnmfoSj8yL

May 14th 2019

2 Retweets 4 Likes

West London Head @WestLondonHead

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Clare Rees, Headteacher, Havelock Primary School - How to build trust in schools by creating a coaching culture

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May 13th 2019

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- Welcome to ‘We Are In Beta’