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**£115,000 GRANT FUN­­DING FOR HIGH PERFORMING SCHOOLS TO DELIVER:**

1. **COACHING AND MENTORING including NETWORK FACILITATION**
2. **LEADERSHIP MASTERCLASSES**

**BACKGROUND**

**The Bradford Opportunity Area is an investment programme focused on improving social mobility for children and young people across the city, delivered by a partnership including Bradford Council, Department for Education, schools, business and the voluntary sector.**

**The Opportunity Area** [**plan**](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/696830/Social_Mobility_Delivery_Plan_Bradford_v10_FINAL_WEB.PDF.pdf) **prioritises investment in school leadership and the quality of teaching, because raising educational standards is fundamental to helping young people aspire and achieve.**

**As part of our investment in school leadership, we are looking to appoint a provider or providers to deliver a programme of leadership ‘masterclasses’ and coaching and mentoring, including provision and facilitation of networks for participants.**

**This grant can only be awarded to schools (LA maintained or within an academy trust/multi-academy trust). However, we will welcome bids from collaborations of schools and/or those proposing delivery with/through commercial or VCS organisations.**

**Please Note: The Coaching & Mentoring, Networking and Leadership Masterclasses will be required be to be delivered to the same group of 50 Head Teachers as identified by the successful organisation/s.**

**SPECIFICATION**

1. **Coaching and Mentoring including Network Facilitation**

The Opportunity Area Improving Teaching and Leadership working group is seeking an organisation that can:

* Recruit to and deliver a coaching and mentoring programme for 50 head teachers within Bradford.

*The programme should be designed to support the following groups, in priority order:*

* + *those new to being a head teacher*
	+ *heads at a new school*
	+ *aspiring head teachers.*
* Provide the 50 participants with a coach/mentor who will provide support at ½ a day per term for 3 terms a year (1.5 days a year) over 2 academic years; a total of 3 days over two years.
* In line with the principles set out in the Bradford Opportunity Area plan, recruit the best local leaders as coaches and mentors. We will expect bidders to outline proposals to recruit coaches and mentors from Bradford, as well as proposals to draw in additional capacity, if needed.
* Ensure coaching and mentoring approaches reflect accepted best practice, such as those outlined in ‘Leading coaching in schools’ (2005), the CEDAR or Grow framework. All of these approaches are referenced in the article below - Empowering others: Coaching and Mentoring: <https://www.nationalcollege.org.uk/cm-mc-mccor-tp.pdf>
* Evaluate the effectiveness and the impact of the coaching and mentoring delivered

**Duration**: Delivery through academic years 2018/19 and 2019/20

**Value:** The value of this grant is £90,000 including costs of paying mentors/coaches. We have used the following assumptions on the fixed costs associated:

* £450 per day for an experienced headteacher to act as a mentor/coach.
* At half a day a term, 3 days over two years = £1350 per mentor.
* For 50 mentors x £1350 per mentor = £67,500

**Network Facilitation**

The successful bidder will also be required to develop peer-to-peer networking for all participants receiving support from mentors, coaches or masterclasses. These facilitated networks must continue to operate beyond the duration of the Leadership Masterclasses to ensure a continuing opportunity for dialogue between Bradford’s leaders in education.

1. **Leadership Masterclasses**

The successful organisation will develop and deliver six masterclasses to help improve leadership in schools across Bradford.

The six masterclasses should be designed to address the following overarching themes:

* The challenges of running a successful school within a large metropolitan area with low levels of social mobility.
* The Bradford context, including demographics, health and specific areas where Bradford is underperforming against the national average, such as literacy.
* The support that recently promoted headteachers, aspiring headteachers and headteachers new to a school may need.

**Timings and Duration**

We would expect each masterclass to be delivered twice, with two masterclasses to be run each term:

2018 /19

* Summer term: 2 masterclasses
* Autumn term: 2 masterclasses
* Spring term: 2 masterclasses

2019/20

* Summer term: 2 masterclasses
* Autumn term: 2 masterclasses
* Spring term: 2 masterclasses

The grant includes funding to cover the cost of providing suitable venues, which must be able to accommodate 50 delegates.

**Value:** The value of this grant is £25,000

**Timetable**

|  |  |
| --- | --- |
| Publication of Grant opportunity to Bidders | 23/05/2018 |
| Final Date for return of Bids | 25/06/2018 |
| Completion of evaluation of Bids | 29/06/2018 |
| Notification of Grant Award | 02/07/2018 |
| Programme development commences | 03/07/2018 |
| Leadership Masterclasses Programme Delivery Commences | September 2018 |
| **Please Note: The above dates are for guidance only and may be subject to variation** |

**TERMS AND CONDITIONS OF GRANT BID**

1. This grant can only be awarded to schools (LA maintained or academy trust/multi-academy trust). However, we will welcome bids from collaborations of schools and/or those proposing delivery with/through commercial or VCS organisations.
2. Bidders are required to name a key person who may be contacted by the Council to deal with any queries that may arise during the evaluation process.
3. The Council may request additional information from bidders if it considers such information is required for the purposes of clarification.
4. All course materials developed by the successful bidder for delivery of Masterclasses must be available for use by City of Bradford MDC and the Department for Education following completion of the programme.
5. The Council accepts no liability for costs incurred by bidders in responding to this Grant Opportunity.
6. All bids must be returned by email as an attachment to, Richard Jackson, Opportunity Area Team (r.jackson@bradford.gov.uk) by 4.00pm on Monday 25 June 2018

# EVALUATION METHODOLOGY FOR BIDS

All grant bids will be evaluated by a panel consisting of representatives from the Bradford Opportunity Area Partnership, Bradford Council and others, using the scoring criteria detailed below. The Grant will be awarded to the bid attaining the highest combined score for its responses to the questions in the Bidders response section.

**Scoring Scale (A)**

|  |  |
| --- | --- |
| **Score** | **Description** |
| **0** | **Response does not address the question** No response to the question or serious deficiencies in meeting the required standards.  |
| **1** | **Poor response** The response is partially compliant with some shortfalls in meeting the required standards. |
| **2** | **Acceptable response** The response is compliant and meets the basic contract standards. Any concerns are only of a minor nature. |
| **3** | **Good response** The response is fully compliant and clearly indicates a full understanding of the contract and the ability to consistently deliver all the required contract standards. |
| **4** | **Excellent response** The response is fully compliant and indicates the ability to exceed the required standards of the contract.  |

Bids that score 1 or below in any question will be omitted.

**There application form contains five questions, as detailed below:**

|  |  |  |
| --- | --- | --- |
| **Q No.** | **Proposed working method question**  | **Quality Score Awarded (B)** |
| 1 | **Coaching and Mentoring – Track record and capacity** Please set out your track record in this area and the capacity within your organisation(s) to deliver the brief.  | 0-4 |
| 2 | **Coaching and Mentoring – Proposal** Please set out your intended approach in delivering this commission. This should include a detailed, evidence-based methodology of delivering coaching/mentoring and the research you will be drawing on to develop this programme. This should include: stages, programme and timetable for delivery of work and any training provided to the coaches and mentors.Please explain how you will identify possible headteachers for the programme and detail how you will communicate with them.Please describe your vision for the networking programme and how you will facilitate this. | 0-4 |
| 3 | **Leadership Masterclasses** - **Track record and capacity** Please set out your track record in this area and the capacity within your organisation(s) to deliver the brief. |  0-4 |
| 4 | **Leadership Masterclasses** - **Proposal**Please set out your intended approach in delivering the masterclasses including the evidence base that underpins your proposal. Please give details of the six key topics that you intend to deliver and their importance in securing outstanding school leadership. Please explain how you will communicate with headteachers on the programme andhow you will communicate with other stakeholders involved in the programme. | 0-4 |
| 5 | **Evaluation** – Please provide details of how you will know this work is helping to improve the quality of leadership in participant schools, particularly when the overall effect may not be immediately evident. How will you track the impact of this work through the duration of the programme and beyond?Please indicate the changes you would expect to see, how you will monitor them and how you will provide this information. This evaluation should help leaders in Bradford to make more informed decisions about how they can improve the quality of leadership in Bradford’s schools. | 0-4 |
|  |  **Total**  |  **0-20** |

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**2) LEADERSHIP MASTERCLASSES**

**BIDDER’S RESPONSE**

|  |
| --- |
| **Bidder’s Details** |
| 1. Lead school name |  |
| 2. Lead school address |  |
| 3. URN |  |
| 4. Contact name and role |  |
| 5. Contact email address |  |
| 6. Contact telephone number |  |
| **If this is a joint bid, please give details of your partner school(s) or other organisations.** |
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| --- | --- |
| **Q1**  | **Coaching and Mentoring – Track record and capacity** Please set out your track record in this area and the capacity within your organisation(s) to deliver the brief.**Maximum 500 words****The maximum score achievable for this question is 4** |
|  |
| Word Count: |

|  |  |
| --- | --- |
| **Q2**  | **Coaching and Mentoring – Proposal** Please set out your intended approach in delivering this commission. This should include a detailed, evidence-based methodology of delivering coaching/mentoring and the research you will be drawing on to develop this programme. This should include: stages, programme and timetable for delivery of work and any training provided to the coaches and mentors.Please explain how you will identify possible headteachers for the programme and detail how you will communicate with them.Please describe your vision for the networking programme and how you will facilitate this.**Maximum 750 words*****The maximum score achievable for this question is 4*** |
| Word Count: |

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| --- | --- |
| **Q3** | **Leadership Masterclasses** - **Track record and capacity** Please set out your track record in this area and the capacity within your organisation(s) to deliver the brief.**Maximum 500 words*****The maximum score achievable for this question is 4*** |
| **Word Count:** |

|  |  |
| --- | --- |
| **Q4** | **Leadership Masterclasses** - **Proposal**Please set out your intended approach in delivering the masterclasses including the evidence base that underpins your proposal. Please give details of the six key topics that you intend to deliver and their importance in securing outstanding school leadership. Please explain how you will communicate with headteachers on the programme andhow you will communicate with other stakeholders involved in the programme.**Maximum 750 words*****The maximum score achievable for this question is 4*** |
| Word Count: |

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| --- | --- |
| **Q5** | **Evaluation**Please provide details of how you will know this work is helping to improve the quality of leadership in participant schools, particularly when the overall effect may not be immediately evident. How will you track the impact of this work through the duration of the programme and beyond?Please indicate the changes you would expect to see, how you will monitor them and how you will provide this information. This evaluation should help leaders in Bradford to make more informed decisions about how they can improve the quality of leadership in Bradford’s schools.**Maximum 250 words****The maximum score achievable for this question is 4** |
|  |
| Word Count: |