

Middle Leadership Scenarios

1. You chair team meetings for your department. These are calendared by the school for an hour and a half after school once every half term. You are concerned because the meetings do not seem to be very productive: a lot of time is spent discussing administrative details and/or problems with particular classes. What will you do?

2. You are a new Head of Department taking on the leadership of a team of experienced teachers. They all work hard but do not seem to have a consistent approach to planning. There does not seem to be a scheme of work to support the teaching and learning. The results are in line with national outcomes at KS3 & KS4. What will you do?

3. You receive a memo from the Head teacher, (your line manager) expressing disappointment with the GCSE results for your subject. You are quite surprised because, although the results were slightly lower than last year's, you thought that this was quite good for that particular cohort. What will you do?

4. You have planned to observe a lesson of a head of year who works in your department. This is part of a cycle of observations that you have set up and agreed with the team this term. They see you first thing in the morning and asks to postpone the observation because he was ill at the weekend and hasn't prepared the lesson. What will you do?

5. You are not sure, but you suspect that a colleague is not marking books very well. Today you receive a letter of complaint from a parent alleging that your colleague rarely marks his child's book, and any written comments are minimal. What will you do?

6. You lead a department of six teachers, of which three are subject specialists and three are not. The non-specialists only teach a few lessons each of Geography Key Stage 3. They are not keen to attend INSET activities, but are in definite need of some specific training to improve their teaching of Geography. What will you do?

7. You have recently been appointed to the post of Head of Department. You have spent non-contact time in the first few weeks visiting lessons and talking to staff and pupils about their work. Worryingly, your subject does not seem to be very popular with pupils and they say they can not see the point of doing it. Although they are all competent teachers and get satisfactory results, the staff do not agree on why the subject is important or what the best way to deliver it is. What will you do?

8. The Senior Leadership Team has made the decision that KS3 Citizenship will be delivered through Geography & History. You will be given no additional teaching time. Whilst your colleagues are committed professionals, they are likely to see this as a weakening of the position of Geography in your school. What will you do?

9. The Geography department has just gone through a departmental review conducted by the Senior Leadership team. Before the review, your colleagues became very stressed and concentrated their energies on delivering the content prescribed in the National Curriculum & in the GCSE specification. Despite excellent examination results, the departmental review was critical of teaching and learning in Geography. Your team has now become disenchanted and need to be re-motivated. What will you do?

10. You have a temporary teacher in your department who is covering a maternity leave for two terms. They are having difficulty managing pupils' behaviour in some Year 10 and 11 lessons. You become aware of the situation because some pupils, and their parents, have complained it is affecting their work. What will you do?

11. An experienced teacher within your department is also a Head of Year. Whilst he takes the Head of Year role very seriously and does a good job, he is less committed to his subject teaching and developments in the department. He frequently misses department meetings when developments are being discussed, and is often late to his lessons. You are anxious that this is affecting standards and pupil achievement. How will you deal with this situation?

12. The Head teacher (your line manager) calls you into her office. Her analysis of pupil data shows some evidence of underachievement in Geography in Year 9. You have been asked to speak to the Senior Leadership Group for 10 minutes at next week's leadership group meeting. What will you do?

13. You receive a phone call from a concerned parent. She complains that a member of your department is overly aggressive and confrontational with her daughter, and reports that her class is unhappy in their Geography lessons. What do you do?

14. The national changes to Geography specifications at A Level and GCSE mean that your department is currently writing new schemes of work. You are concerned that your Key Stage 3 approach is now looking a little dated, but several colleagues feel that the increased flexibility in the KS3 Geography Programme of Study means that you should 'leave KS3 alone'. What will you do?