

School Improvement *coaching & courses* 2025-26



Maximise your success



Dear Headteacher,

I am delighted to share with you a range of coaching opportunities and high-quality training programmes that focus on developing leadership and supporting teaching. My work centres around supporting schools to achieve excellence and as such I focus on:

- exploring topics deeply,
- tackling complex issues with rigour, and
- supporting colleagues to achieve more than they thought possible.

Training courses:

I offer a range of 'open courses' in which colleagues from different schools come together to study, and in addition I provide bespoke training options for individual schools and MATs.

My courses are a fantastic mix of theory and practical application. Colleagues value the sessions because they know they can use the content and the approaches immediately.

Evaluations from previous courses highlight the excellent quality, the depth of knowledge achieved, the range of ideas, the opportunities to engage in high quality professional dialogue, the positive atmosphere, and the research base on which the courses are founded. School feedback confirms that courses have significant impact.

"The training was brilliantly constructed. One of the best courses I have attended in years. I wanted to be challenged and provoked, but also given some new ideas to work with and the day achieved all of this." Headteacher

"Every session has been immensely useful." "A very thought provoking and useful day." "Vicky is a fantastic trainer – very inspirational and knowledgeable." "I know staff are finding the training incredibly useful." "Truly exceptional in tailoring to our school, my vision and also the staff rather than just being generic."

All courses are supported with useful resources to aid implementation.

"Vicky's level of expertise, her level of reality, and her level of practicality sets her apart from other school improvement professionals." "Thank you for being so generous in your support. I have been inspired and energised to keep going. Truly a well timed and informative session that I can practically put into practice for IMPACT."

Please do not hesitate to get in touch to discuss your requirements.

Vicky Crane

Vicky Crane

School improvement consultant, trainer and leadership coach

Developing oracy

for leaders / lead practitioners



Everything you need to embed powerful oracy practices across your school is within reach – it's time to bring it to life. Discover how to build an oracy programme where every voice is heard, valued, and developed.

Gain access to a powerful pupil skills framework to drive meaningful progress, along with a robust planning approach for teachers designed to deliver real impact.

Three key themes for leaders and teachers to consider:

Learning to talk; Learning through talk; Learning about talk.

- **Strategic planning:** Throughout the day you will be supported to complete an oracy audit and create an action plan with clear milestones for development.
- **Oracy skills:** Utilise a framework of seven key strengths (Physical VIBE, language mastery, purposeful listening, thinking engine, social & emotional, toolkit and ownership) to plot progression and ensure pupils make rapid progress with spoken language.
- **Teaching:** Developing effective practices for talk activities in the classroom. Using the brilliant 4 quadrant framework for planning and evaluating talk activities.
- **Pupil responses:** Increasing participation and supporting reluctant pupils; generating high quality pupil responses; developing pupil skills in asking their own questions.
- **Thinking:** Utilise structures within talk activities which support pupil thinking;
- **Listening:** Resources and approaches that teach active listening skills;
- **Assessment:** Oracy assessment frameworks and mechanisms for target setting;

"Brilliant ideas easily put into practice."

"Really practical resources. Lots of activities to take back and use immediately and longer term actions."

"Vicky's whole course was outstanding."

"Fantastic!" "Couldn't have been better!"

"Thoroughly enjoyed the day."

"Excellent resources / ideas to help with higher order questioning."

"More than met my expectations."



Access to additional CPD materials for your EYFS team: Language development linked to key areas of provision that has an amazing impact on sustained play, vocabulary and writing.

Vicky Crane,
Consultant and Trainer

Face-to-face day:

9.15am-4.00pm

Thursday 9th October

Weetwood Hall

Includes lunch and refreshments

Kick start leadership development of oracy with a face-to-face day and then engage with self-paced learning for the next 12-months (included).

Prices (exc. VAT)

First delegate £250

Second & subsequent delegates from the same school £150

Metacognition

Return to school equipped to lead the development of metacognition, including a plan of action and a wealth of resources to aid implementation.

Grounded in high quality research, participants will extend their knowledge and understanding of this exciting field of psychology. The course particularly focuses on how metacognition can be used to improve outcomes for disadvantaged pupils.

The EEF rates metacognition as the highest impact strategy for closing the attainment gap, reporting that pupils can make 7+ months of progress. The course will help to show you how.

Covered during the day are a number of themes:

- understanding the role metacognition plays in pupil progress and how pupils can become more effective and efficient learners;
- increasing teacher understanding of how to develop metacognition in the classroom - a range of habits and approaches every teacher can employ;
- using metacognition to enable pupils to become more independent;
- the role of the leader in setting out a programme for development;
- effective mechanisms for metacognition CPD.

This course supports leaders to create learners who are: highly reflective and capable of taking charge of their own learning; engage in self-monitoring and self-correcting; and can articulate their learning.

Equip pupils with the capacity to be better learners and achieve higher outcomes.

The modular format makes implementation manageable, while the wide range of resources provides everything participants need to get started with confidence.



"I credit much of my academic success to developing metacognitive skills—but I gained them by chance, not design. I was lucky. Our pupils shouldn't have to rely on luck. It matters deeply to me that every learner is equipped with the metacognitive tools they need to succeed."

Vicky Crane
Consultant and Trainer



"Useful resources and excellent activities that I have been able to use in twilight training sessions in school."

"Really enjoyed the training. Vicky is a generous and engaging course leader."

"Really practical resources. Lots of activities to take back for immediate and long-term action."

"The whole course was outstanding."

"Lots of ideas to develop metacognition across the school."

Prices (exc.VAT)

First delegate £220

Second & subsequent delegates from the same school £150

9.15am-4.00pm

Monday 3rd November 2025

Weetwood Hall, Headingley, Leeds

Includes lunch and refreshments

Participants gain access to supporting online resources.

In-school options also available.

Reading: switching to the Big 10

"There is a wealth of research available to help schools strengthen reading instruction. I'll guide you through the most important findings and show how they can refine your school's approach to teaching reading comprehension."

Alongside a full day of training, you'll gain access to a comprehensive suite of resources designed to help all staff deepen their professional knowledge and confidence in teaching reading." Vicky Crane, Consultant and trainer.



The course covers the following:

- **Research:** Deepen your knowledge of the evidence base underpinning the Big 10 and consider the research about how pupils acquire comprehension skills and grow into proficient readers. Leverage this knowledge to create a **strategic plan** for enhancing reading outcomes in your school.
- **Skills framework:** Increase the precision of teaching with a framework that breaks down reading comprehension into clearly defined, granular components.
- **Assessment:** Increase teacher knowledge of progression. Ensure there is excellent use of assessment for learning and responsive classroom teaching. Unpack common assessment findings.
- **Tackling comprehension barriers:** Build knowledge of common issues and support teachers with diagnostic assessments to pinpoint specific problems.
- **Reading across the curriculum:** The Big 10 competency framework can be applied to any text—fiction or non-fiction—making it a powerful tool for strengthening reading comprehension across subjects and all year groups.
- **Bi-directionality:** The framework also builds a strong bridge between reading and writing, helping pupils transfer author techniques into their own writing.
- **Practice:** Supporting the Big 10 are easy-to-follow explanations, teaching advice, and adaptable resources—designed to help every teacher use the framework with impact.
- **Oracy:** Additional tools support links between oracy and reading comprehension. Give your book talk more bite.
- **Big Picture:** Position the development of reading comprehension within a cohesive school-wide strategy that includes reading fluency, reading for pleasure, and reading to learn.

You'll leave with everything you need to launch with confidence: practical frameworks, eye-catching posters, real-life case studies, assessment tools, expert teaching guidance, and *full access to an online portal packed with support materials.*



"Extremely useful. The course is already having an impact on reading."

"I feel totally inspired and determined to improve reading."

"Everything! It has given me a real boost to think more about how reading is taught and what the children need. Thank you for all the brilliant resources."

Prices (exc. VAT)

First delegate £250

Second & subsequent delegates from the same school £125

9.15am-4.00pm

Thursday 25th September 2025

Weetwood Hall, Headingley, Leeds

Includes lunch and refreshments

Participants gain access to supporting online resources.

In-school options also available.

Beyond Wellbeing: Creating Cultures Where Staff Thrive

Investing in “Happiness at Work” is not just an investment in employee well-being—it’s a **strategic approach** that can deliver substantial returns by focusing on culture. It is a practical approach with a full toolkit that enables leaders to move from theory to reality in leveraging the strategic advantages of this robust organisational research.

7 Drivers

Rather than targeting surface level and tokenistic measures, it delivers on the deeper drivers of job satisfaction, engagement, and long-term productivity. By adopting this evidence-based approach, you can elevate staff well-being to a new level, ensuring sustainable improvements that go beyond temporary morale boosts, resulting in a more vibrant, resilient, and high-performing school community.

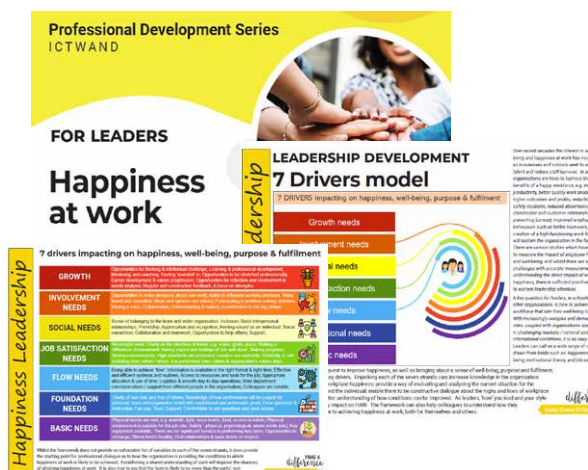
- **Rigorous:** Learn about the research and why actions based on the 7 drivers will deliver a multitude of benefits to your school.
- **Staff interviews and assessments:** Instead of the annual survey, use the 7 drivers to gain insights and knowledge that will be truly useful in creating a better experience of work for all.
- **Baseline:** Use the 7 drivers to make judgements about the current position and set a baseline that paves the way for practical change.
- **3-year strategic plan:** Support for senior leaders in creating a plan to deliver on incremental change.
- **Leadership programme:** Train colleagues on key research and provide them with knowledge, tools and skills to drive forward developments and influence school culture positively.
- **Empowerment:** Increase the knowledge of all colleagues on the Happiness at Work research and help them to see how everyone is part of the solution.



“The Crane Happiness at Work framework is a fantastic, evidence-informed tool that can be used in multiple ways to shift well-being and happiness at work levels.

Let me help you take a strategic approach that will deliver on the changes you seek.

Empower everyone to be part of the solution.”



Set out strategic plans for development.

Enable everyone to be active agents for change.

Assess and target the 7 key drivers.

Organisational Benefits:
 Increased productivity;
 Higher outcomes and results;
 Improved work place behaviours;
 Lower levels of absenteeism;
 Reductions in staff turnover;
 Reduced instances of burnout;
 Greater stakeholder satisfaction;
 Higher levels of overall effectiveness.

STRATEGIC TRAINING FOR LEADERS

9.15am-3.00pm

Thursday 16th October

Price (exc.VAT): £350 for the HT and 1 senior leader together.

Additional colleagues £90 each.

Weetwood Hall, Leeds

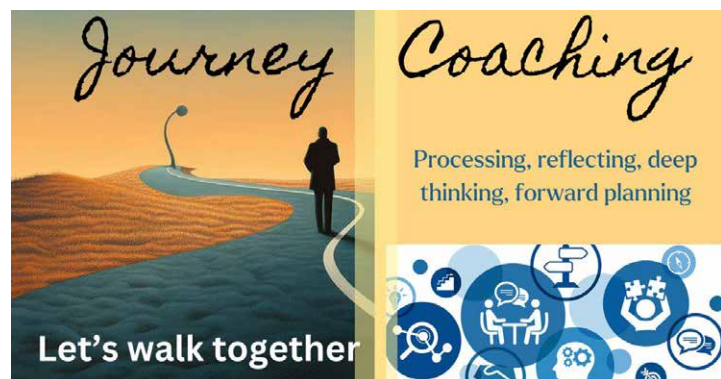
Lunch & refreshments provided.

Excellent resources included.

Leadership Coaching

Coaching can take many forms - here are five programmes that can help you to tap into the benefits of coaching.

JOURNEY COACHING - NAVIGATE LIFE'S LEADERSHIP CHALLENGES



- **Regular, on-going support**
- **Take time to reflect and interpret events**
- **Engage in problem solving & forward thinking**
- **Re-charge your mental capacity**

If you are seeking on-going, regular support to process the highs and lows of working as a school leader, this type of coaching is for you. Ideal for headteachers and executive leaders, the sessions provide much needed head space to process work matters. With a focus on

reflection, including examining internal dialogue, interpretation of events, and thinking forward, these sessions aid clarity. Coaching sessions can help you to better understand yourself and your situation, provide a structure to think through complex matters, and help you to re-charge your mental capacity. Having a safe space to share the challenges of leadership is important for mental well-being. Sometimes, what you really need is someone who understands education—but isn't part of your school—to listen, reflect, and support.

"I can't tell you how much I have personally and professionally grown from my leadership coaching with Vicky. I cannot think of any other CPD that has had such an impact on me and as a result for my organisation." Headteacher.

"The word which best describes this experience has been empowering; I have felt empowered to tackle issues with positivity and a renewed vigour after the sessions." Headteacher

"I have really valued my coaching sessions with Vicky. The sessions have allowed me to look at challenges from different perspectives and look at practical and positive ways of meeting such challenges. Vicky's knowledge and experience in the education sector has been of benefit and supported me in being reflective and objective in my role." Headteacher

STRENGTHS COACHING - HARNESS YOUR UNIQUE TALENTS



- **Includes assessment & reports**
- **Immediately actionable insights**
- **Ideal for leaders at all levels**
- **An amazing, uplifting programme**

Highly successful leaders have different styles and approaches. What they all have in common is they know their strengths and how to harness them. This is an incredible, uplifting programme that focuses on positive change by 'naming, aiming and actioning' your strengths

as a leader. Even seasoned school leaders are amazed at how their personal impact improves. Using the trusted Clifton Strengths Finder assessment, coaching sessions will help you to better understand your talents and how to capitalise on them. Learn how to dial up, dial down and combine strengths for maximum impact. Colleagues completing this programme report that not only do they know themselves better, but it has also helped them to understand others in their team and as a result has led to better teamwork.

"Thank you again, I genuinely came out of it with renewed focus and feeling very positive!" Assistant Headteacher.

"I just wanted to say a huge thank you for today's session. I found it absolutely fascinating and profoundly interesting. I am overwhelmed by the accuracy of the assessment! I really enjoyed the coaching aspect of the session too and having that time to reflect. I think it will prove so useful to me going forward." Assistant Headteacher.

GOAL COACHING - SET YOUR SIGHTS ON IMPACT



- **Drive strategic outcomes**
- **Lead change & transformation**
- **Steer action & navigate challenges**
- **Increase success & impact**

Designed with Deputy Headteachers and Assistant Headteachers in mind, this type of coaching focuses on supporting leaders to deliver on whole school priorities. One-to-one sessions help leaders to engage in professional dialogue throughout the year linked to a new initiative or project. This type of coaching supports

the leader in achieving a whole school change. It enables the leader to have support every step of the journey. Having regular, structured opportunities to think, analyse, reflect, problem solve and evaluate progress increases the likelihood of success. Colleagues engaging in this type of coaching may find additional wider benefits, such as improvements in leadership skills, a boost in motivation, improved job satisfaction, and increased well-being.

"Having clear goals has been excellent for keeping coaching focused and cohesive. I've also appreciated that each session has been flexible, enabling me to work on what is important to me right now and following a flow rather than being rigid. This combination has been highly effective." Senior leader

GROWTH COACHING - DEVELOP AS A LEADER



- **Develop leadership style**
- **Grapple with theory**
- **Utilise 'apply & reflect principles'**
- **Set & achieve topic related goals**

This type of coaching provides a blend of leadership theory, coaching and professional dialogue that aims to strengthen and develop leadership style, skills and behaviours. Perhaps you would really like to improve your delegation skills, expand your approach to dealing with difficult conversations, improve your prioritisation and time

management skills, develop strategies for team building, or enhance your application of emotional intelligence. You select a topic(s) / theme at the start of the year which are then developed through half-termly coaching sessions enabling you to work effectively towards achieving the goal. The sessions are matched to your role and experience to ensure headteachers, deputy headteachers and senior leaders can access coaching at the right level.

NEW TO ROLE COACHING - SOAR TO NEW HEIGHTS



- **Perfect for transitioning**
- **Embrace the challenge**
- **Grow into the new role**
- **Reflect and strategise for success**

Perhaps you have moved, or are seeking to move, to a new role, e.g. an executive headteacher position, headteacher, or deputy headteacher role. As you transition into the new role, coaching can be a great way to forge ahead and periodically take stock of

developments. Embarking on a new role is both exhilarating and challenging. This coaching programme is designed to facilitate transitions, making it a smooth and successful journey. Embrace change with coaching sessions that provide the mechanisms to help you thrive and lead with assurance. Coaching can be provided prior to starting the new role or at any time in the first year.



WELL-BEING & THRIVING AT WORK COACHING

Based on the PERMA +4 theory, this coaching programme enables colleagues to combine thinking about Happiness at Work research with more holistic well-being approaches.



POSITIVE EMOTIONS

Emotions can provide useful data to help you assess your current position. Particularly, exploring the range, frequency, depth, length and impact of positive emotions can help you as a leader to achieve higher levels of well-being and happiness at work.

ENGAGEMENT

Engagement is achieving a mental state of high concentration and 'flow' that results in feelings of absorption, high levels of satisfaction and high levels of productivity. The coaching helps you to explore what this looks like for you now, and how to enhance levels.

RELATIONSHIPS

As social beings, fulfilling relationships are important both at work and in our wider lives. This coaching element: enables you as a leader to consider your interactions with others, chart the nature and quality of your work relationships, and can help you better harness elements of emotional intelligence.

MEANING

This aspect of the model considers how you as a leader derive meaning from your work. Aligning how you operate with your core values improves congruence and helps you to be an authentic leader, comfortable with yourself.

ACHIEVEMENT

Achieving goals, attaining a sense of accomplishment, overcoming setbacks and difficulties, driving forward developments, achieving change. This part of the model considers perceptions, measurement, impact, recognition, self-esteem and self-efficacy.

Physical health

Mindset

Environment

Economic

+4 extends the model, helping you make links between work and wider life. PERMA+4 is a structured approach to achieving well-being that is grounded in the science of positive psychology. The base programme is typically 4 sessions of 90 minutes with options to extend. And in addition, colleagues can deepen their knowledge by accessing books written by Martin Seligman.



"Each coaching programme starts with helping you to identify what you want to achieve through coaching. Having really clear goals serves as a golden thread through all the sessions. The tools I use in coaching are specifically chosen for you and the themes you are exploring. An incremental approach, plus switching between the immediate and the long term, ensures the coaching programme has high impact. As a member of the Association for Coaching, I aim to provide a high quality, ethical service."



ACROSS ALL COACHING PROGRAMMES

90 minute sessions delivered via zoom

(except for team coaching which is face-to-face)

As the nature of each coaching programme is different, please email for a quote.

You can also book a free discovery meeting to explore options and consider if my coaching approach is right for you.

Consultancy

Bespoke support

Do you need a partner who can help you achieve school improvement goals? Someone who can provide flexible support to you and your senior leadership team? Would you benefit from strategy facilitation, extra capacity for the delivery of whole school priorities, coaching and professional advice for your leaders? A flexible, cost effective way to add support at a level that is right for your needs and school context.

Formats

1:1 and small group collaborative activities.

Training days, workshops and twilights.

Coaching and professional dialogue.

Leadership support packages to enhance impact.

Reviews and analysis of existing practices.

Face-to-face in school support & virtual meetings are available.

Services

- Team development.
- Support for strategic planning.
- Headteacher performance management & support across the year for achieving goals.
- Year-long projects with a specific aim, such as harnessing research on teacher effectiveness, developing metacognition, developing oracy, developing reading comprehension.
- Partnership with senior leaders with particular areas of responsibility such as raising attainment for disadvantaged pupils, leading reading, leading the curriculum, leading teaching.
- Senior leadership training sessions, e.g. strategic thinking, developing school culture, leadership styles, improving performance management, maximising the impact of middle leaders.
- Leadership coaching.
- DHT, phase leader, subject leader training.

As an experienced school improvement consultant and leadership coach, I have a wide range of expertise that makes me a great partner for headteachers, particularly those interested in developing leadership in school and raising academic achievement. If you are a school based in Yorkshire, I can offer you a range of face-to-face and remote support, e.g. termly strategic meetings, regular coaching sessions, facilitation for the development of the SLT, school improvement activities aimed at achieving school priorities, general advice and support for school improvement. I work in true partnership. Headteachers comment on my generosity, integrity and the quality of the support I provide. *"Vicky's level of expertise, her level of reality, and her level of practicality sets her apart from other school improvement professionals."* You can book a free discovery meeting to consider if my services meet your needs.



"Vicky is an excellent trainer and has worked with us for several years; both in developing individual leaders but also the work outlined here. Truly exceptional in tailoring to our school, my vision and also the staff rather than just being generic. Love her!" HT

"Thank you for being so generous in your support. I have been inspired and energised to keep going. Truly a well timed and informative session that I can practically put into practice for IMPACT." DHT

"You have inspired the whole staff and this is just what we needed to kick start the year." HT

"Vicky's style is a combination of information sharing, enquiry based questions and a coaching model that provides both challenge and support to all leaders and staff in school. I thoroughly enjoy working with Vicky, it supports and challenges me to be a proactive leader." HT

Book a free discovery meeting to explore how we might work together.