



Ketton CofE Primary School is a rural village school of approximately 194 pupils. The school has been rated Outstanding by Ofsted for some time. It joined the Rutland Learning Trust in 2014 and has gone from strength to strength under new leadership.

Their strengths initiative involved the whole teaching team. This is a high performing team with a wide range of experience and time served. Strengths-based development was deployed as a vehicle to support the team to work together, understand each other better and hold each other to account more readily. The ethos within the staff team is enormously supportive and reflective with all staff caring deeply about positive outcomes for the children in their care.

Process

The Headteacher had fully engaged with the strengths philosophy and we had worked together for some time. He had explored the potential of her own top 5 and so understood how this process could work for her team.

Teacher team:

- Teacher team took the StrengthsFinder survey and received their top 5 report
- The team had two individual coaching sessions with Karen over a 9 month period.
 - Session 1 focused on understanding their profile and exploring new areas of potential
 - Session 2 focused on identifying success so far and future goal setting on individual and team goals
 - The team engaged enthusiastically with two strengths discovery sessions where they shared and discussed the impact of their combined strengths. This was focused on the curriculum teams that they were working in.

Impact

Employee survey results demonstrated the following results

- 80% of team felt that the strengths initiative had positively impacted their performance at work as a teacher and a leader.
- 85% of team felt that this time was a great investment of time for them and for their organisation in terms of their professional development and impact in the classroom and leadership goals.
- 70% of team felt that the insights gained, and progress achieved would be sustainable over time.
- 90% of the team would recommend this process to a colleague.

The team identified that strengths development had helped them with the following areas:

- A better understanding of their strengths to apply to their role and wider life

- Encouraged teachers to think about what was next for them resulting in more aspirational goal setting
- Valued time for deep reflection and goal setting at an individual and team level
- Identified how their strengths support but can also clash with each other

Comments received about the experience include:

"I found my coaching sessions with Karen invaluable. Discussing my top 5 strengths helped me better understand how I can use them to support my work inside the classroom and outside."

"I think I would like to explore in more detail a few of my strengths that I seem to use most so that they become more of a support to being more effective rather than being potential barriers." Class teacher

"The process allowed me to build on my strengths and work more efficiently with the whole teaching team. Karen really helped me to understand my strengths in my one to one sessions. She challenged the way that I thought and supported me by using my strengths as a vehicle to develop some of my weaker areas. We set target and goals together and I felt that I was making progress. These sessions did not only impact on my professional life but also made me think more about my strengths in my personal life."

"In the staff meetings that Karen led, I learned about the whole team's strengths and as a result, we grew as a team. Karen was incredibly supportive throughout the process and her sessions were always well purposeful, thought provoking and engaging. She also worked with the Teaching and Learning Team and enabled us to work more efficiently together."

Next steps

The Ketton team have successfully explored the discovery stage of strengths development with the whole team. They now face the challenge of embedding the benefits, language and behaviour to get maximum and sustained impact on raised performance, expectations and engagement.



If you would like to discuss how initiatives like these can support and develop your team then please get in touch.

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For further testimonials please see www.rutlandcoaching.uk and www.soar.com/KarenatRutlandCoaching