

# Collective Leadership Programme

*Excellence through the leadership of learning*

Clarity | Focus | Action | Block Removal | Capacity-building

**The leadership programme designed to raise  
teaching quality across the whole school.**



**@OsirisEdu**

**[www.OsirisEducational.co.uk](http://www.OsirisEducational.co.uk)**

## What is the Collective Leadership Programme (CLP)?

The Collective Leadership Programme is your pathway to transforming the quality and impact of teaching and learning within your school. It is designed to help you build stronger teams, foster trust, and create a school environment that thrives on collaboration and shared vision. This in turn leads to rapid and sustained improvement in your school.

Developed by the lead presenters of the award-winning Osiris Teaching Intervention, the Collective Leadership Programme draws on the insights and experience of effective leadership teams from across the country.

The programme's collective approach ensures that all processes and tools are aligned to leverage strengths, leading to consistency and efficacy cascading throughout the school.

- ✓ **Boost attainment across the school**  
Enhancing leadership structures at the top benefits the entire school.
- ✓ **Create transparency and clarity around quality standards**  
Clear and effective learning strategies to generate long-lasting improvement.
- ✓ **Deepen collaborative enquiry**  
Ensuring a shared vision while sharpening accurate self-perceptions.
- ✓ **Grow leadership capacity and empower leaders**  
How to prioritise and improve your team's processes and capabilities.

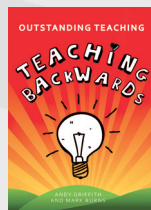
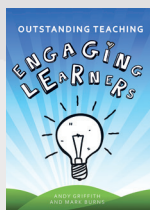
“ The opportunity to work with Mark has supported staff at all levels to reflect on our work and embrace the ‘plus one’ approach to improvement in a manageable, realistic and inspiring way; with an abundance of practical, ready to use resources shared throughout the programme. Mark’s focused work with our school leaders has helped us identify and take ownership of our perception gap and feel energised, skilled, and ready to tackle the next stage of our improvement journey together as a united team of strategic leaders!

– Rhona James, Depute Head Teacher, Strathaven Academy

Designed by the architects of **Osiris Teaching Intervention**, the **Collective Leadership Programme** is the ideal complement to OTI or a standalone powerhouse for leaders seeking excellence.



**Mark Burns**, the lead consultant and an architect of CLP and OTI, has worked with Osiris Educational for over a decade. With pioneering work which creates long-term, measurable change, with a provable impact on the practice of thousands of educators. Mark has also co-authored 3 award winning books.



## How does it work?

CLP is a two-term on-site programme that engages the whole leadership team. Built with the latest understanding of adult learner development, it will not just transform leadership, but its impact will ripple throughout teachers and learners too.

CLP dedicates 5 professional learning days to create the time and space needed to construct and implement action plans. Each day will be explored in the same way, using:

- Reflections
- Action Planning
- Reflective Dialogue

Alongside this, leaders also build Learning Portfolios to log and sustain their progress.

By the end of the programme the leadership team will:

- Achieve absolute clarity on their next steps.
- Gain full instructional material to support ongoing development.
- Champion development of the whole teaching staff.

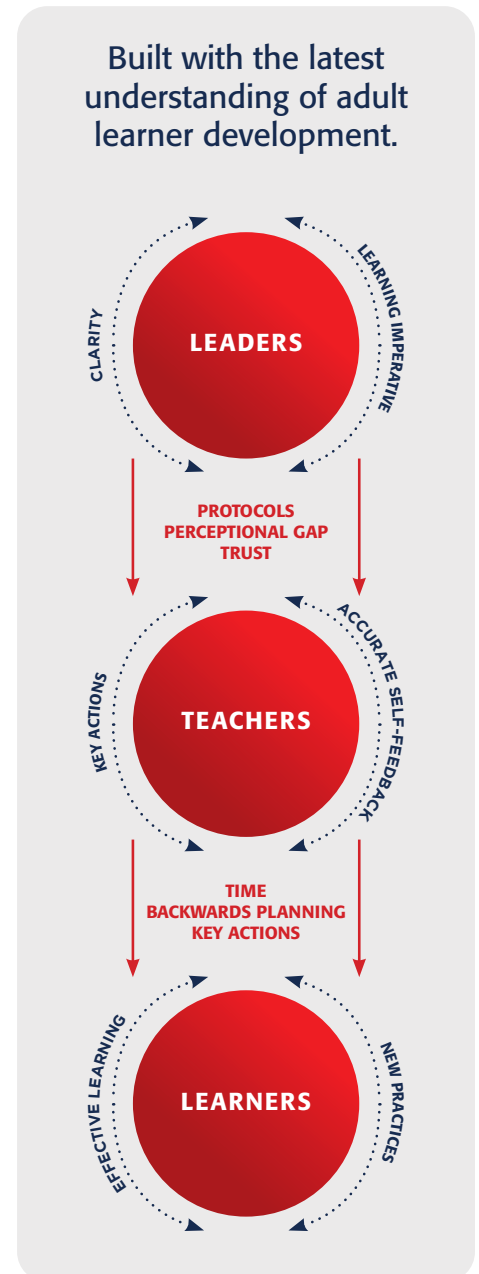
## Why CLP?

**For sustained learner progress and consistent teaching, implemented by a strong and collaborative leadership.**

The problem is, teaching quality within a school is even more inconsistent than teaching quality between different schools.

Without a clear shared understanding of how to effect teacher development, leaders cannot work towards tackling the blocks to improvement. Sustainable improvement in collective teacher practice is a complex problem that requires a structured and evidence-driven solution

Built with the latest understanding of adult learner development, CLP is the only leadership programme focused on school improvement through adult learning. Its unique and tailored approach will grow leadership capability and improve attainment across your school.

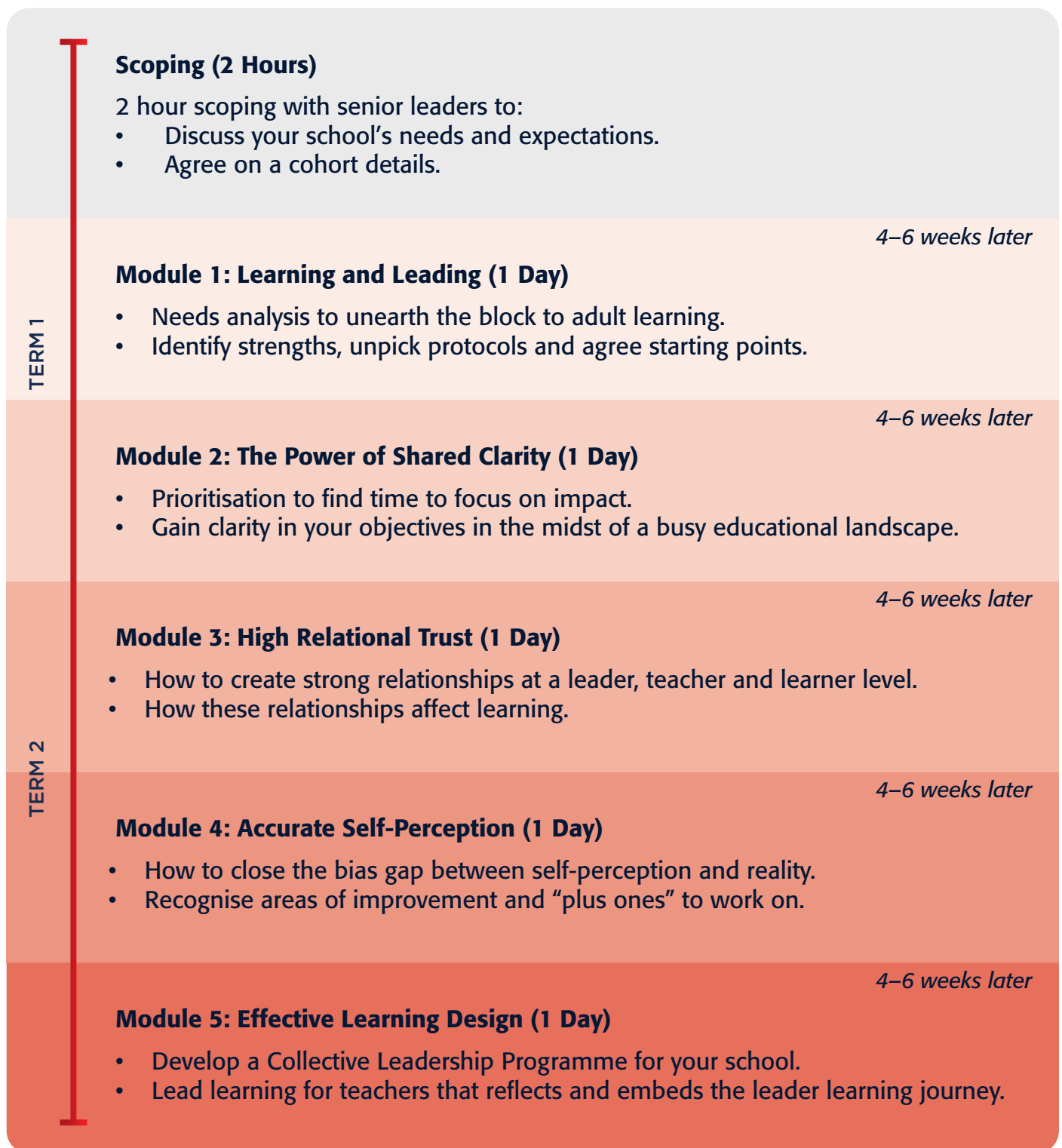


**“ Leaders have worked together extremely well to improve teaching so that it is outstanding, with no weaker areas of practice.**

*The open culture of leadership means that staff are not afraid to take risks or make mistakes. They know that they will be encouraged and supported by leaders.*

– Ofsted Report for Mile Cross School

# Delivery Timeline



**Lead your school towards a brighter future  
with a clearer direction.**



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