Hitting the target… but missing the point

Professor Toby Salt
CEO, Ormiston Academies Trust
What is our purpose as leaders and educators?

What is the point of education?

“intelligence plus character”

Martin Luther King 1947
Challenges we face globally

1. A lack of great teachers, and a lack of great leaders

2. Overcoming disadvantage

3. Increasing globalisation – and what this means for education
I. Shortage of teachers & leaders

- Africa and Arab States

+ Ireland, Finland, Scotland
2. Tackling disadvantage
3. Globally, the world is changing…
How do we overcome these challenges…?
We might be hitting targets but missing the point.
Structural change

Education System in England

• 16,788 primary schools
• 3,329 secondary schools
• 2,600+ private schools
• 1,033 special schools
• 4,170 of these school are academies
How old are our teachers?

OECD (2013) and Times Educational Supplement, September (2014)
How much are we paying teachers?

- Finland: $42,800
- Germany: $54,000
- Switzerland: $68,000
Support our teachers

Teachers really, really love their jobs…but they feel unvalued, under-recognised and unsupported.”

Julie Bélanger, OECD
Leaders
Experience of our leaders

Average experience of lower secondary principals, 2013

- Principal
- Other school management roles
- Teaching experience
- Years in jobs outside teaching

Times Educational Supplement, August 2014
Leaders and the UK government

Teaching Agency

National College for School Leadership

National College for Teaching & Leadership
"Quality of teachers has a clearer impact than class size"

Andreas Schleicher - PISA
“Because of its strong links to earnings, employment, overall wealth and the well-being of individuals, education can reduce inequalities in societies, but it can also reproduce them.” OECD 2014
Overcoming disadvantage

(ranked using all-GCSE measure)

1 in 1000 FSM go to Oxbridge
Overcoming disadvantage and educational attainment

[The Economist, September 2014]
“Excellence in education requires more than money”
PISA 2012
Moving forward

- Addressing disadvantage and raise aspirations
- Making parents tougher consumers of education
- Recruiting and retaining our teachers
- Working together
- Invest in our staff and in our service
- Influencing policy makers
We are all the people we’ve been waiting for

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We are the people we’ve been waiting for
Any questions?