

Cover Story



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The Leadership Recruitment Challenge

With news that UK schools will be facing a 20,000 shortfall of head teachers by the 2020's there is no time to spare in considering alternatives to traditional recruitment methods. 'Grow your own' must become a serious option, argues Heather Clements, who is helping to pioneer an innovative scheme in East London and Southend.

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| James Hilton was a successful head of a large primary schools until the wheels came off. He now advises school leaders on how they can protect their staff from mental health crises | |
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| In a related article Dr Nicola Davies investigates how stress has become a serious problem for teachers and school leaders across the UK, driving many highly qualified people from their posts. Could something as simple as laughter hold the key? | |
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| Observing children in class gives a good snapshot of where they are now. But what about where they're going? Sonia Blandford and Catherine Knowles consider how insights gathered through observation and interaction can improve children's learning. | |

Experiences of real terror can prevent extremism 37

Lucy Parker believes that films of victims and former extremists talking about their lives can undermine Jihadist ideology and divert children from dangerous paths.

Is reflective practice worth all the effort? 46

Reflective practice has dominated the narrative of initial teacher training and professional development for the best part of thirty years. Russell Grigg and Helen Lewis asks the big question!

Lesson study: making and measuring impact 52

In her second article on Lesson Study, Sarah Seleznyov provides some insights into best practice in Lesson Study, which, she says, has rapidly gained traction with schools but with precious little research.

The pros and cons of building a MAT 70

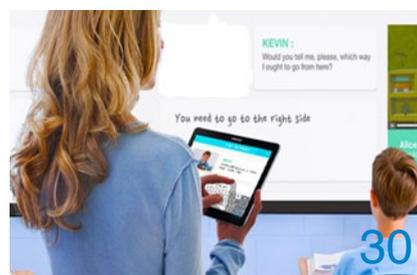
Many school leaders will be contemplating academisation in the next few years, with many wanting to join existing multi-academy trusts (MATs) or start their own. That leaves trust leaders with some serious choices, says Phil Haslett, of Best Practice Network

The secret financial drain of presenteeism and how to deal with it 76

Countless hours have been devoted to workshops for school management personnel on absenteeism, but presenteeism might be costing your school a lot more, yet has received little attention until recently.



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Testing times 80

Have we become so allergic to tests that we are giving children too little time to practice and become comfortable with them? Sue Hackman believes so.

Building metacognition... with a race car track? 84

Creating young independent learners is the core mission of primary schools. Ursula Scott and Susan Mockler suggests metacognition and active learning are the key principles which can make it happen.

Preparing children for puberty 90

Young people have long complained that the current sex and relationships education they receive is simply unhelpful. Lucy Emmerson suggests that teaching it creatively in Primary Schools is a good place to start.

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