

CHRISTIAN NNABUGWU

Senior Head of Science Department, Harris Academy Peckham
Level 3 Management Apprentice

Christian is Head of Department at an Academy school in London, leading a team of seven. In his role as Senior Head of Department, he is responsible for the overall academic outcomes of science in addition to the smooth and efficient running of the department.

BETTER MANAGEMENT, FOR BETTER STUDENT OUTCOMES

Schools need good management; especially as budgets are cut and expectations increase. Management skills are essential to improving academic outcomes for students and the evidence for this should be seen on results day, 2022. Studying the Level 3 provided additional training for performance management and target setting, ensuring that teachers have clear, agreed targets for performance that are reviewed throughout the year. This results in earlier identification of teachers that are struggling to meet their targets. In turn, this leads to more moments for intervention, in turn leading to improved teaching and better outcomes for students.

“ [In a school] you are managing human beings; you are managing resources. Management is going to reflect on the outcome and the performance of students. ”

THE LEVEL 3 DEVELOPS EXISTING SKILLS AND GIVES CREDIBILITY IN HOW TO HANDLE CHALLENGING SITUATIONS

Working in a school can be challenging, especially in a priority subject such as sciences. Motivating and managing the team is crucial to success of the department, ensuring that conflict is resolved and appropriate plans are in place to achieve a positive outcome. The CMI course helped to give Christian the credibility for his actions and strategies in management and leadership and take what he was already good at to the next level.

Christian says that one of the strengths of the CMI Level 3 course is how it prepared him for conflicts and challenging situations by presenting pitfalls and strategies for how to deal with problems. He believes it is a real-world course, designed for real world situations, making it a tactical and enabling course.

“ It enables you to be much more prepared to face whatever challenges come your way during your day-to-day management running your team. ”

MANAGEMENT APPRENTICESHIPS ENSURE ALL VOICES ARE HEARD AND RESPECTED

Christian works in a very diverse school and team with people from different backgrounds represented, it requires good, skilled management to get the best out of the team. CMI provided the evidence to support diverse teams and strategies with how to relate to other team members. Christian believes that everyone should be

heard and appreciated for themselves and their perspectives. CMI helped to demonstrate the virtuous circle of diversity and inclusion: once people feel accepted, they feel able to bring out their best, they feel protected and welcomed, which in turn, leads to happier, more confident employees – and better teachers.

“ Obviously in today's world in the 21st Century, diversity and inclusion is playing a very, very big role in every organisation and management. We have a mix of different people from different places, orientations, beliefs, and we need to ensure that everybody feels valued. ”

USING NEW BUDGETING AND NEGOTIATION SKILLS TO FIND COST SAVINGS IN THE DEPARTMENT

Budgets are tight at Christian's academy. As the budget for the department has been cut further, ensuring that student outcomes do not drop as a result is crucial. For his portfolio submission, Christian was able to demonstrate “significant” cost savings found through revised budgeting processes for textbooks, including negotiation tactics with a supplier. In addition, working with his Technician, they have been able to budget for chemical and apparatus more closely ensuring less wastage in the department.

“ One of the sub-programs was on budgeting and I run the budget of my department...I had to haggle and I was able to ensure that they were giving us a very good deal. We saved a substantial amount of money for my department. ”

BECOMING THE ONLY TEAM IN THE ACADEMY TO MEET ALL REQUIRED DEADLINES THROUGH NEW PROCESSES

Christian is particularly proud that his team and department were the only team to meet all deadlines on time, if not 48 hours early this year. This is a direct result of the time management and process management ideas and strategies from the Level 3 course. This was particularly evident when planning a week-long Festival of Science as part of a national campaign. Christian was able to plan the event more efficiently ensuring that it ran more smoothly and effectively compared to previous years.

“ I was able to give more clarity, not only to myself but to my team. Everyone knows what they are supposed to do, what and when, when I will give feedback and what the contingency plan is just in case. It makes a difference because it is much smoother. ”