



# Senior Associate Accreditation



 [www.aoea.co.uk](http://www.aoea.co.uk)  
 0191 820 3114

 [info@aoea.co.uk](mailto:info@aoea.co.uk)  
 @EducateAdvise

**Our vision** is that every school, college and education provider has **access to high quality support**, advice and challenge, which is **independent** and focused on improving outcomes for children, schools and their communities.

**Our mission** is to provide an **accredited quality standard**, to offer **continuous professional development** and to create a community for those who support and challenge schools, colleges, and other education providers.

“The AoEA is a diverse network of educational professionals who provide support and challenge. In putting together a portfolio, I was able to reflect in a systematic way about how my professional experience fits into a much broader educational framework, and also how it might be relevant to other educational leaders. The training sessions are both structured and convivial, and the viva was enjoyable.”

Helen Pike, Master of Magdalen College, Oxford.

“The process of gaining my accreditation was both rigorous and supportive. The expectations of the AoEA are clear, substantive and focussed on system improvement, which makes achieving accreditation an endeavor that will add value to schools and those receiving advice.”

Ian Potter, CEO of Gosport and Fareham MAT, Hampshire.



# The AoEA and How it Supports Schools and Colleges

The AoEA has been established to help ensure quality and consistency in the advice given by school improvement advisers working in the education system.

These colleagues play a critical role and are increasingly deployed to provide specialist advice in the areas of educational improvement, governance, change management, finance and people development. Significant numbers of education leaders now work for national, international and local government, individual schools, academies and colleges and other educational settings.

The need for quality and consistency of advice is a very important concern. While government departments make their own judgements about the strengths and weaknesses of individual schools, it is essential that schools and colleges are confident their self-evaluation is sound and will withstand scrutiny by regulatory bodies.

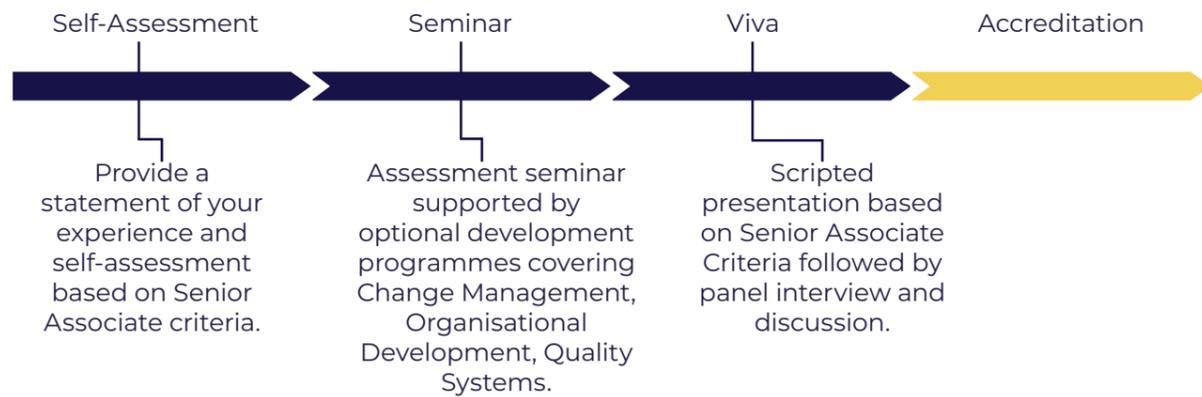
The diverse education systems across the UK and overseas comprise a wide range of education leaders with different titles, who work to a variety of guidelines and standards and adopt differing approaches to the various requirements and priorities of providers. The system requires better quality and greater consistency and reliability in the advice received.

In the past, the accreditation of education advisers has tended to concentrate on data analysis and the key aspects of school and college improvement, as identified by government. The education context has significantly changed and requires a broader

focus on corporate governance, establishing and developing educational organisations and quality management systems. The AoEA has developed an accreditation process based on clearly defined competence criteria which will allow people intending to provide advice to schools and colleges to demonstrate that they meet rigorous standards.

There are two levels of accreditation – Associate and Senior Associate. This document focusses on gaining accreditation as an Associate member. An Associate member would be expected to demonstrate the ability to intervene successfully in identifying and tackling school improvement causal factors, demonstrate a wide sphere of influence in a variety of organisations more widely than their own place of work. Three core areas will underpin the Associate assessment – advisory skills & professional credibility, school improvement skills & knowledge, and governance skills & knowledge.

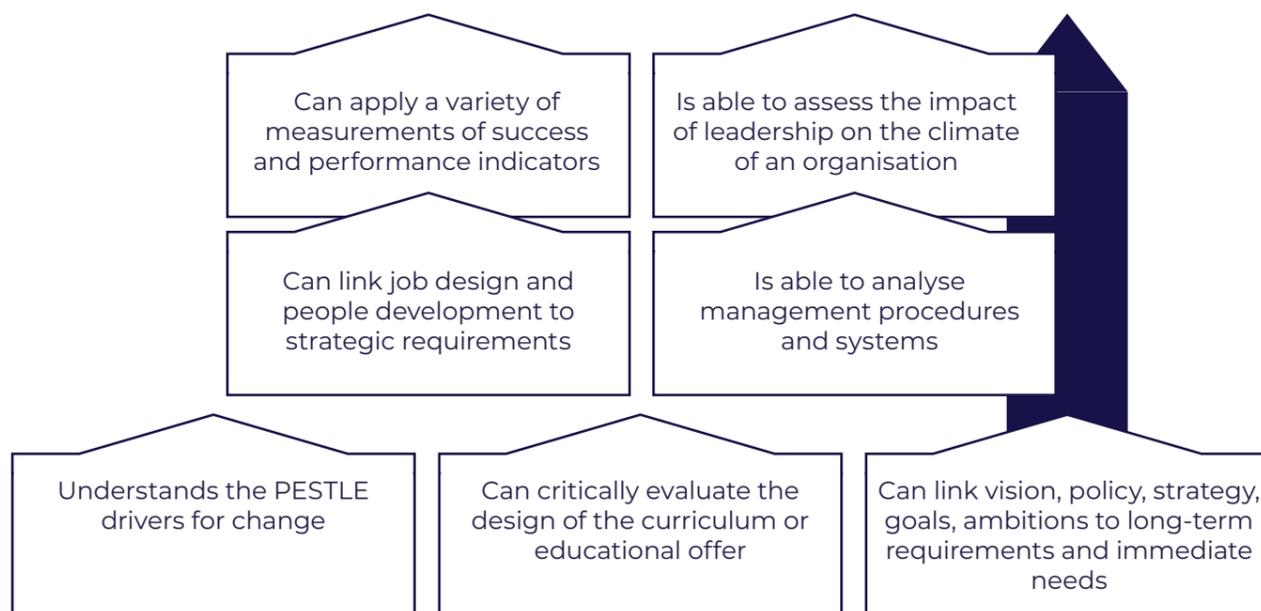
# Senior Associate Accreditation Process



# Organisational Development

**Advisers need to bring a proactive and reactive approach to organisational development.**

The role of the organisational development adviser is to support the individual and the organisation in understanding their need and capacity to develop within a world that is forever changing. organisational development is a planned, systemic approach to improving organisational effectiveness - one that aligns strategy, people and processes. This programme examines how to achieve the desired goals of high performance and competitive advantage through the involvement of people.



# Change Management

**Advisers need to bring a proactive and reactive approach to organisational change.**

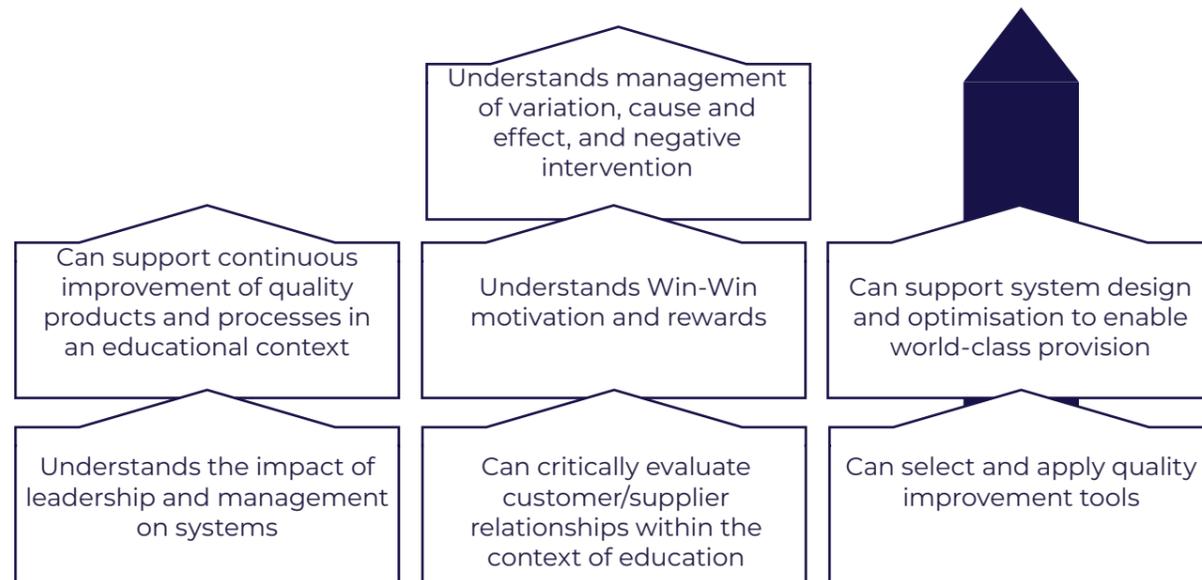
Change can be viewed as an external threat and an opportunity. An organisation may also have strengths and weaknesses regarding its capacity to respond to change. The role of the change adviser is to support the individual and the organisational capacity to cope with the drivers which promote change. Change management is a key leadership challenge.



# Quality Systems

**Systems leaders will need support from expert advisers in ensuring that their systems are fit for purpose, and continuously improved through carefully managed modifications, responding to continuous feedback.**

This programme focuses on quality management support, as well as systems leadership development. We expect the Senior Associate to have high level skills and knowledge of how organisations are transformed. New techniques and tools will be introduced during the programme.



For anyone who is interested in applying for Senior Associate accreditation, we would recommend that you attend our three training programmes on Change Management, Organisational Development, and Quality Systems. Further information about these courses, including how to book your place, can be found on our website: [www.aoea.co.uk](http://www.aoea.co.uk)

If you would like to find out more about Senior Associate Accreditation, please email [info@aoea.co.uk](mailto:info@aoea.co.uk) or give us a call on 0191 820 3114.

# Our Partners



This accreditation is a real step forward in ensuring that consultants advising schools and colleges are well trained and of the highest quality" (Malcolm Trobe CBE, ASCL)

"Strengthening the knowledge and expertise of our profession is the best way to continuously improve standards. The accreditation of advisers will play an important role in ensuring that the decisions taken are well-informed and right for the school or college's setting" (Dame Alison Peacock, Chief Executive of the Chartered College of Teaching)



**Confederation of School Trusts**



"There should be a quality standard for consultants and independent advisers in the school improvement market. Schools and Trusts need to have some assurance of quality when they commission support, as they are spending public money." (Leora Cruddas, CST)

"We fully support the AoEA mission to raise the quality of support and advice that our schools and colleges receive. Ensuring that advisers and consultants are trained in how best to operate with colleges is an important ambition which we believe is of major importance." (David Hughes, AoC)



"If schools are going to procure services it would be helpful for them to know if they were good value. I'm really glad that it is happening. It seems such common sense" (Emma Knights, NGA)

"We are pleased to see the accreditation of education advisers. It is essential that schools get advice from high-quality advisers" (Sue Williamson, SSAT)

