

Judith Johnson
Managing Director
JJ Education Services Limited
CV Biopic – January 2016



An experienced educationalist and school improver working across public and private sectors covering primary, special and secondary phases of education and with leadership experience of outcomes led commissioning, corporate change management, and service portfolios relating to Educational provision by local authorities.

- ☑ Grounded in improvements for children and improving life chances
- ☑ Skilled in reconfiguring public services in educational services - implemented 5 major service re-structurings across 3 LAs to deliver cost effective, flexible fit for purpose service provision, efficiencies and balanced budgets to meet Savings Plans.
- ☑ Breadth of corporate, senior, strategic and operational leadership/management
- ☑ Delivery of transformational change through Partnerships/Joint Ventures, Collaboratives and MATs
- ☑ Reviews, Programmes and Projects Experience
- ☑ Communicates well with range of audiences – Staff/Governors/Members/DfE Officials/Unions
- ☑ Noted for Integrity/Perseverance/Energy/Flexibility. Gets things done/can-do/completer finisher
- ☑ Clear Thinker – able to ‘de-clutter and resolve problems – systems and people level
- ☑ Experienced in and able to assess new situations rapidly and forge relationships and establish trust.

Qualifications

- ☐ Accredited Trainer for Assertiveness Skills
 - ☐ Advanced Facilitation & Coaching Skills Cert.
 - ☐ B.Ed. Degree (Economics)
 - ☐ Certificate in Education
 - ☐ Certificate in Management Studies (CertMS)
 - ☐ Diploma In Education Management (DipMS)
 - ☐ Investors In People Assessor and Consultant
 - ☐ ‘Lapsed’ OfSTED Accredited Inspector (Pri., Sec., SEN)
 - ☐ LGA Local Partnerships Gateway Reviewer (Probationary)
 - ☐ Performance Management Adviser for Headteachers
 - ☐ Provek Project Management – Strategy Modules (APM)
 - ☐ Trained Action Learning Set Manager
 - ☐ Validated C4EO Sector Improvement Practitioner
- ADCS Associate Membership**

Contacts

‘Wyndlings’, 26 Higher Holcombe Road, Teignmouth, Devon. TQ14 8RJ.

E : jjes@hotmail.co.uk **M :** 07528 996433 **Web:** www.jj-education-services.co.uk

NI No : YX 77-90-33-A **DfE No :** 73/50952 **Company No :** 8032288

Overview

1. As Managing Director of JJES Ltd - I have worked on a varied range of **LA Service Re-design and School collaboratives' projects** maintaining up to date links with both sectors of the education system - providing strategic and operational impact, receiving positive testimonials and securing value for money from commissioned projects.
2. As Deputy Director for Children's Service and Director for Learning & Schools – I **balanced political and strategic leadership** across range of services with operational support for schools and income generating trading agendas, maintaining full service delivery and improvements in a time of reducing resources.
3. As Chief Inspector/Adviser for Surrey County Council – I led several **schools and service systems re-organisations**, have credibility in **problem resolution** with values and taking colleagues along e.g. Creating JV School Support Company, Collective Special Schools Trust, and School Closures.
4. As Business Improvement Director for Public: Private Partnership (JVC) – I initiated systems of **post and interim activity review** as part of our **continuous improvement strategy and developed Quality Standards**.
5. **Team leadership** has covered executive and strategy senior teams, matrix project groups, multi professional teams, inter-departmental teams for specific corporate activities and groups of school staff for research and focus groupings. Sought after as project leader by other services for style and up-front 'no blame culture', yet perceived as one of the strongest managers in the department as not afraid to take on the thorny issues.
6. 11 years' operating in fully traded environment with dependence on effective **client relationships** for business and reputation success (internal LEA client and external schools and other clients). All services under my direct responsibility made annual **trading surpluses** in excess of 4%.
7. Renowned for my introduction of people centred systems and personal emphasis on **open communication**. Many examples of **networking** across boundaries, bringing groups together to explore and implement new ideas/projects.
8. Acted as **personal coach** to several women middle managers with good success rate in promotion terms.
9. Significant involvement in **change programmes** at company, departmental, service, school, political levels e.g. change management series for schools, service staff support and outsourcing programme following Gershon BDR review.
10. Director and Founder Member of Independent Special School – 'Life Chance Education'

Skills and Qualities

- ❑ Resilient, flexible, optimistic and resourceful. High energy and achievement levels. Self-disciplined.
- ❑ Committed, loyal and inspirational/motivational leader of people/teams. Futures orientated. Entrepreneurial.
- ❑ Excellent interpersonal skills - high 360° appraisal scores for Initiative and Personal Impact Competences.
- ❑ Experienced consultant, coach and counsellor, combining critical friend approach with excellent delivery skills and knowledge of management processes. Performance Manager
- ❑ Effective mediator. Coaching and advanced facilitation skills. Enjoys forming effective alliances.
- ❑ Able to recognise and exploit windows of opportunity. Experienced in managing complex portfolios
- ❑ IT proficient with experienced project/performance data mgt skills.
- ❑ Ability to 'see the wood through the trees', de-clutter thinking and think on my feet.
- ❑ Wide knowledge of children's legislation and quality requirements relating to school improvement and governance
- ❑ Needs analysis, options appraisal, commissioning, procurement and contract negotiation skills.
- ❑ High expectations and personal standards

Key Achievements

JJES Ltd

- ❑ Established own consultancy business - successfully and consistently exceeding annual Business Plan Financial Targets and across full breadth of Portfolio Projects.
- ❑ Lead bidder and designated Education Adviser on successful tender to DfE under contract with national company for Lot 2 Educational Consultancy to stage one approved Free School.
- ❑ Developed integrated e.service level agreements (SLAs) for schools and innovative SLA for confederations of schools including comprehensive modular training packages.
- ❑ Produced comprehensive School Improvement Compendium – ensuring an integrated approach with Every Child Matters and statutory requirements.

Devon County Council

- ❑ Integrated 11 school Improvement & Inclusion services to form the Devon Learning & Development Partnership (LDP) securing zero based budgeting and ongoing sustainability in range of services/financial income.
- ❑ Established and QA'd annual commissioning model for £23m pa statutory and strategic services on behalf of DCC elected members with year on year RAG improvements in evaluation of projects delivered.
- ❑ Initiated and subsequently commissioned the School Leadership Support Service (SLSS) for senior leaders and governors in Devon and beyond (traded) providing mentoring/counselling/well-being support.

- ❑ Lead Officer and Programme Sponsor for OJEU tendering process for Public Private Partnership - joint venture contract worth £55-80m delivering beneficial contract to DCC.
- ❑ Secured 33% reduction in Childrens Services budget costs (headcount, management grades, and annual running costs) 2011-12. Secured 3 year annual improvements in schools' performance in Devon at both key stages with best ever results in 2011 across all indicators and improved rankings in Statistical Neighbour league tables (top 33%).
- ❑ Developed 'Blue Sky' regeneration and Area Review consultancy models, using holistic multi-agency approach working in partnership with schools, strategically reviewing their future and managing falling rolls in two rural LAs.

Surrey County Council – VT4S

- ❑ Launched first UK Joint Venture School Improvement Company (Surrey 4S) under DfES *New Model LEAs* pilot scheme. Maintained school improvement services ranking 4* throughout transition. Initiated and project managed second national joint venture for School Improvement & Inclusion Services securing 5% profit and stable turnover.
- ❑ Secured Charter Mark, ISO9001, ISO 14001, DfES CSI Framework List, Investors in People, NAACE Mark, Framework Provider for Children's Services and preferred Provider Status (ICT) for company within first 3 years of company life, supporting standardisation of in-house procedures and the viability of future bids for delivery of services in other LAs.
- ❑ Initiated 4S +5 *Change Programme* to equip the company for the next 5 years covering re-structuring, business systems, accommodation review, staff development and core delivery skills.
- ❑ Developed an alternative to the League Tables – the *Index of Achievement* with DfES Innovations Unit and 3 other LAs (Norfolk, West Sussex and Kent) – and subsequent contract novation with Granada Learning for e.version.
- ❑ Project managed consultation, tender & procurement procedures for 3 secondary school regenerations (Fresh Start)

Career Profile

February 2012 to Present MD of JJ Education Services Ltd - JJES

2015 & 2012 (22 months p/t)	Oxfordshire County Council	2 periods of interim SI consultancy covering Outsourcing Options Appraisal, SI Ofsted Prep., Business Planning, Trading, Policy Review, Strategic School Partnership, Service Deployment for Commisogning
2014-16	Torbay City Council	School Improvement Commissioned Advisory Work with Schools and LA
2013-16	Southampton City Council (8 months p/t)	School Improvement Adviser for a Special Measures → Good secondary school; Preparation for SI Ofsted inspection; Development of School Improvement Compendium of all related processes.
2013-14 (6 mths & 4 mths p/t)	Warwickshire County Council and Warrington Borough Council	Structural review of service provision and Pre Ofsted SI Inspection Review for Chief Executive.
2012-13	Portsmouth City Council (9 months p/t)	Executive Induction Coach and Change Adviser to Director for Education & Strategic Commissioning and her SLT.
2012-13	Anglican Diocesan Education Board (1 yr p/t)	Services Efficiency Review, Business Planning and Coaching contract.
Schools (ongoing)	Pre Ofsted Inspection Reviews with Groups of Schools and Progress reviews for Schools in an Ofsted category; SIP to 5 schools; Ongoing strategic Consultancy with 10 different collaborative groups of schools (MATs/Federations/Learning Partnerships/Consortia/Special School networks); Headteacher Performance Management External Adviser for 4 schools; Middle/Senior Leader Coaching in 4 schools (secondary); Departmental Reviews; Strategic planning with Governing Bodies/Trustees/Directors in 4 secondary schools and 4 MATs across 4 LAs; Income generation & MoU work with 2 Schools Consortia.	
Private/Voluntary Sectors - General	Bid Manager and Lead Education Adviser (Gleeds Concentra) for Free School Lot 2 Consultancy; Private Sector Education Resources Company – Education Strategy Adviser; Voluntary Sector Company – Adviser on Education Strategy to School Trusts model; LA Innovations Adviser to Private Sector Education Services Company (Call Off Contract); Mentoring : Multi –Agency Mentoring (Police), Diocesan Director, Secondary Students in local Academy; Research and Review of Schools Forums; Volunteer Accelerated Student Support – R/Wr/ & Target Setting with primary & Secondary students.	
April 2008 – January 2012	Director for Learning & Schools (Devon County Council)	Deputy Director for Children & Young People Services; Schools and Services Budget of c£400m; Strategic Commissioner for School Improvement, SEN & Inclusion Services; Policy, Q; Financial oversight of 367 Schools & 11 Services; DCS Rep. for Corporate Change Programme.
June 2006 – April 08	Business Improvement Director (VT4S Ltd - Surrey School Support Service)	
July – Dec 2005	Interim Head of Education with the London Borough of Merton	
2002-2006	Deputy Chief Executive of Four S & Chief Education Adviser for Surrey County Council	
1999-2002	Head of School Effectiveness - Surrey County Council	
1995-1999	Head of Curriculum & Management Consultancy (Traded Business Unit) for Surrey County Council	
May 1991 – July 95	Senior Inspector (Leadership Development) with Wolverhampton Borough Council	
Sept 1987 – April 91	Education Programmes Officer with Bradford Metropolitan Council (Nat. Curric. & Govt Initiatives)	
Sept 1977 – Aug 1987	Range of teaching and senior leadership posts in Secondary and Special schools in London & Bradford	