

## **Testimonial for Judith Johnson (JJES)**

**10<sup>th</sup> July 2013**

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Judith Johnson commenced project working for Oxfordshire County Council – Children, Education & Families Directorate - in February 2012 and concluded working with us in July 2013. Initially she worked with us on a weekly basis (1/2 days) as an Interim School Improvement Adviser and Project Manager for Structural Options Appraisal for the Education Services teams and from the autumn term 2012 on a monthly basis progressing a range of projects. In total, over the commissioned period, Judith has delivered approximately 68 days of consultancy support (mostly on site at our County hall but some of it working from home) covering the following projects:

1. Internal Systems reconfiguration for the Education Support Services teams (Educational Leadership & Learning)
2. Coaching and mentoring individual managers
3. Evaluating School Improvement Funding bids
4. Scoping Education Vision: Strategy for Change – Improving Educational Outcomes in Oxfordshire
5. Developing a Leadership Intervention Framework
6. Drafting 'Issues' papers to inform Committee Reports
7. Scoping the revised Schools Causing Concern Guidance
8. Scoping the revised School Improvement Framework
9. Scoping the School Improvement Models Booklet including data analysis of LAs showing impact over time
10. Supporting the inspection preparation for the new Ofsted framework for inspection school improvement functions including a self-evaluation matrix
11. Designing the specification for commissioning a Schools Leadership Consortium via a Teaching School Alliance and evaluating their submission.
12. Options Appraisal of Future Models (System Re-design) for outsourcing the services - a process which was subsequently frozen politically for approximately 10 months.
13. Preparing the Services for a Traded/Outsourced future through:
  - ↻ Securing a commercial soft market analysis report to inform the Options Appraisal process
  - ↻ Staff Briefings, Training and Workshops (inc. support staff)
  - ↻ Scoping a Change Management CPD programme including commissioning Business Readiness modules
  - ↻ Developing a Time Recording Model with key Management Reports/Tools
  - ↻ Developing an Internal commissioned and accurately costed specification across statutory and strategic functions and related IT systems
  - ↻ Full cost recovery costing models including overheads formulae, income earning capacity analyses, daily rate bandings
  - ↻ Procurement processes established to secure a pool of Associate School Improvement providers
  - ↻ Scoping a Traded Services Brochure that plans for growth and quality assurance

Throughout this range of activity Judith has demonstrated a wealth of knowledge, experience and skills which she has drawn on to support the transformation of Oxfordshire schools related services, responding flexibly and rapidly to additional requests. She has provided us with valuable materials, templates and reference documents to support our futures thinking and planning.

Judith quickly established effective working relationships and effectively secured sustainability across many of her projects by identifying and coaching key managers to champion them longer term after her initial design input. In the latter months she effectively kept projects on track through her enthusiasm, her determination and regular 'Keeping in Touch' meetings. Oxfordshire is now clearer about where it is going in terms of systems and models and staff are far better prepared for a different future. At a personal level Judith integrated well into the Directorate and made appropriate corporate contacts. At all times she has balanced the development needs of, and care for, individual staff with the drive to complete tasks and secure closure on objectives.

**Frances Craven**

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