



find your inspiration,
find your motivation,
find your vision,

FIND YOUR VOICE.

Accept your Situation & Strategise:

A lesson from a tired DoS

David Byrne
(Curriculum Manager / Regional Academic
Director)



What kind of manager
do you want to be?
What's stopping you?

A thick, curved blue arrow that starts on the left side of the 'Workshop' box and points downwards to the 'Accept your own situations...' box.

Workshop

Talk about my situation

Talk about the steps I took to change it

Accept your own situations and make some decisions.



- 40 teachers
- 2 aDoSes
- Two programmes running side by side (16+ & 30+).
- 400 students
- High turnover of students (roughly 100 in / 100 out each week)
- International projects with other EC DoSes





I had a kid
and he LOVED
A&E

Lotta time off.

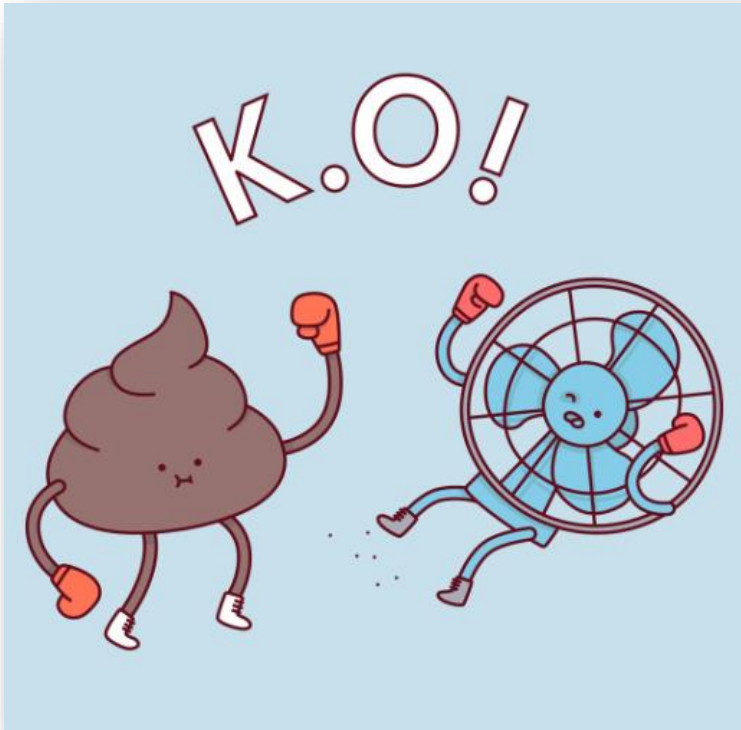
4 members of the
team lost close family
in a few months.

1 had a bit of
a breakdown

Brexit went
down, numbers
went up

It was a tough year. But we
got through it. Well done!

Next year will be easier.



Accept your Situation



I've been saying this
for years.

Nothing has changed
really!

There would always
be a fan and there
would always be 🦌

I am not being the
DoS I want to be and
I am making excuses.

I needed to accept
my situation and
strategise.





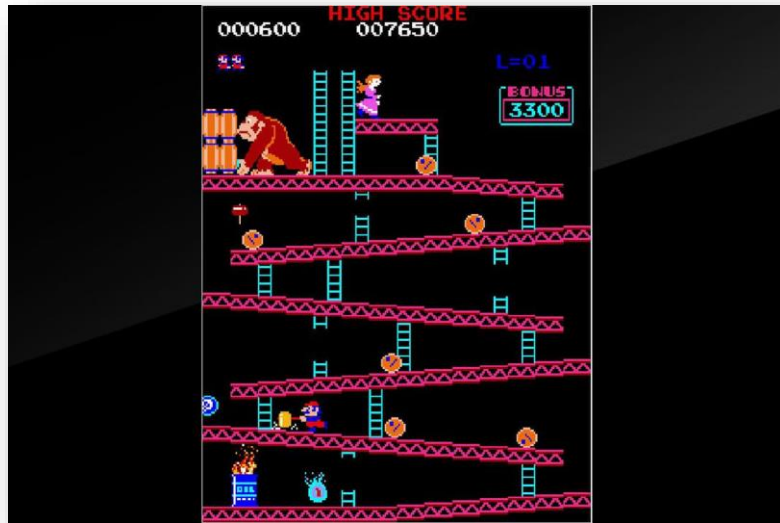
For me, being successful means:

- ☐ I have more time to spend chatting to teachers about their development.
- ☐ I can lead at least 2 CPD sessions / month
- ☐ CPD sessions can happen without me
- ☐ I am dispensable
- ☐ No one person is the holder of all knowledge
- ☐ We have systems in place for personal issues



I got to the top of the stairs, I am successful!
GO ME!





Being successful means:

- ☐ I have more time to spend chatting to teachers about their development.
- ☐ I can lead at least 2 CPD sessions / month
- ☐ CPD sessions can happen without me
- ☐ I am dispensable
- ☐ No one person is the holder of all knowledge
- ☐ We have systems in place for personal issues

What were the obstacles:

- ☐ Most of my breaktimes are taken up with student issues.
- ☐ I never have time to plan & write them.
- ☐ Who else is going to do them?
- ☐ Nobody else has all the information I have.
- ☐ I have no time to train anyone
- ☐ That system is me. It's not fair to burden others.



1. I reorganised the school:

- The aDoSes became student-facing / I became teacher-facing
- I moved both academic offices into one room to ensure aDoSes could cover each other.
- I moved out of the academic office and into the teachers' room.

2. I reorganised CPD sessions:

- They were no longer always evening and always an hour
- I created short 20-minute sessions that were delivered at lunchtimes.
- I began delegating training to groups of teachers and aDoSes.

3. I made myself & others dispensable:

- I began the aDoS-in-waiting programme for interested teachers
- I trained the aDoSes to be DoS-capable

4. We made counselling on-site possible:

- We linked with a counselling company who sent people to the school to have sessions on-site. We couldn't pay, but we could enable.



Being successful means:

- ✓ I have more time to spend chatting to teachers about their development.
- ✓ I can lead at least 2 CPD sessions / month
- ✓ CPD sessions can happen without me
- ✓ I am dispensable
- ✓ No one person is the holder of all knowledge
- ✓ We have systems in place for personal issues



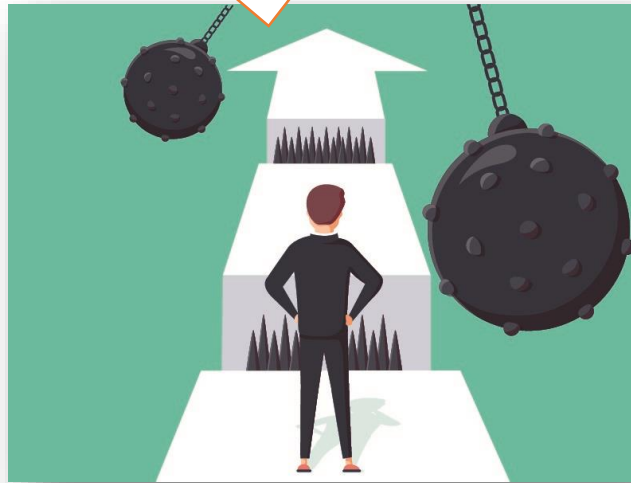
Accept your Situation



What does
success look like
for you?

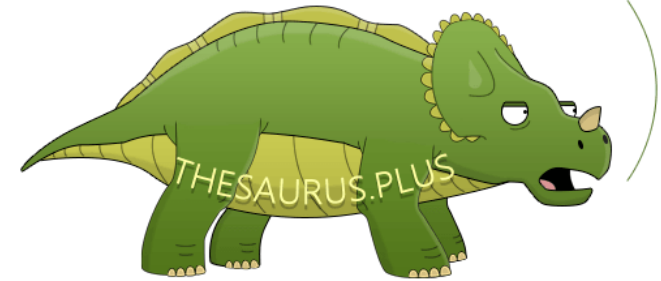


What are the
obstacles?



How are you going
to overcome them?

synonyms for overcome:
overpower, surmount, defeat, overwhelm, subdue, master,
conquer, beat, crush, vanquish





find your inspiration,
find your motivation,
find your vision,

FIND YOUR VOICE.

**Accept your Situation &
Strategise:**
A lesson from a tired DoS

David Byrne

davidbyrne@ecenglish.com

<https://textploitationtefl.com/>