

## Attributes of an Evidence Lead in Education (ELE)

COMMUNICATING
<b>Motivator</b> <ul style="list-style-type: none"> <li>- uses coaching and mentoring skills to encourage others</li> <li>- facilitates an inclusive, productive environment when working with groups of people</li> </ul>
<b>Collaborator</b> <ul style="list-style-type: none"> <li>- works with other evidence-informed educators across the region</li> </ul>
<b>Influencer</b> <ul style="list-style-type: none"> <li>- can see the big picture, convinces others of the need to base practice on evidence</li> <li>- understands change management and problem-solving techniques</li> </ul>
<b>Respects context</b> <ul style="list-style-type: none"> <li>- reaches shared understanding of local challenges, through excellent listening skills</li> <li>- respects and values local expertise: in terms of context, professional judgement</li> <li>- understands that the research evidence provides 'best bets' rather than 'certain solutions'</li> </ul>

MOBILISING RESEARCH EVIDENCE
<b>Gatekeeper</b> <ul style="list-style-type: none"> <li>- is a guardian of the evidence base, challenging misinterpretation of it</li> </ul>
<b>Research literature</b> <ul style="list-style-type: none"> <li>- has good understanding of forms of evidence, their relative merits and their applicability in school decision making</li> <li>- maintains own knowledge of the evidence base in their field of expertise</li> </ul>
<b>Interpreter</b> <ul style="list-style-type: none"> <li>- makes the evidence accessible to practitioners</li> <li>- synthesises evidence for a variety of audiences e.g. training, presentations</li> </ul>
<b>Exemplifier</b> <ul style="list-style-type: none"> <li>- able to exemplify what recommendations arising from research evidence look like in practice</li> <li>- draws on a network of colleagues in order to exemplify beyond own area of expertise</li> </ul>

IMPLEMENTATION & EVALUATION
<b>Implementer</b> <ul style="list-style-type: none"> <li>- has good understanding of the evidence base on Implementation in schools</li> <li>- supports others in preparing to implement change</li> </ul>
<b>Evaluator</b> <ul style="list-style-type: none"> <li>- has good understanding of types of evaluation</li> <li>- leads evaluation of plans / projects, or support others with this</li> </ul>
<b>Analyser</b> <ul style="list-style-type: none"> <li>- can analyse various data in order to identify genuine priorities for improvement</li> </ul>
<b>Innovator</b> <ul style="list-style-type: none"> <li>- identifies interesting projects, support bid writing</li> <li>- signposts others to promising approaches highlighted by Research</li> <li>- can design original research projects (or willing to learn)</li> </ul>