

FUNDED LEADERSHIP DEVELOPMENT PROGRAMME

We have recently been successful in achieving a grant from the Department for Education to support teachers into positions of leadership in underrepresented groups over the next two years.

What is our vision?

To develop a leadership workforce that is reflective of the diversity of the teaching population within schools.

To develop systems that support equitable and fair access to opportunity, and develop talented individuals from a range of backgrounds, experiences and perspectives

Who is this programme for?

This programme is for teachers who are showing potential to progress onto middle leadership positions in the next 12-18 months in one of the following underrepresented groups:

- **Female teachers in secondary schools**

Following hugely positive feedback we are now recruiting cohort 3 for a Spring 2019 start. We have funding for 10 delegates.

What is the programme content?

The programme consists of 4 key elements:

1. **A leadership development programme (for full content please see page 2)** - delivered at the teaching hub by highly experienced leadership facilitators.
2. **A school based project** - to work upon an aspect of the school improvement/development plan
3. **In school coaching sessions** – we will train one member of your staff on our ‘Power of Coaching’ programme within the funded costs who will take the role of coach for each delegate. There is an expectation of a minimum of 6 coaching sessions during the programme.
4. **Contextual school visits** – visits to three different outstanding school within the region to develop knowledge of ‘leadership in practice’ within high performing schools.

What are the costs?

There are no costs to schools wanting places on this programme, however delegates must be fully committed to the programme. Schools can have more than one place so long as staff are within the identified groups.

There will also be £250 per delegate given to schools on completion of the programme to subsidise some of the supply/coaching costs.

To book a place on this programme please contact Belinda Hale
bhale@lutley.dudley.sch.uk or 01384 818220

Leadership Development Programme Content

Session 1 – Thursday 31st January 2019 - 9.30am -4.00pm - Establishing my vision and values for Education

- What is my vision / are my values?
- My current leadership experience
- What makes for an effective leader?
- Exploring job adverts - what vision/values are they asking for?
- Chance to answer vision and values interview questions
- Introduction of the school based task

Session 2 – Tuesday 5th March 2019 – 1.15 – 4.15pm – What is my vision for teaching and learning?

- What makes for really effective learning?
- What has been my own experience?
- What does OFSTED say?
- What strategies can you use to develop t and L practice?
- Interview questions about teaching and learning
- Development of the school based task

Session 3 – Tuesday 2nd April 2019 - 1.15pm-4.15pm – Leading change - Leading people

- Experience of change
- Blockers, advocates, willing followers, resisters
- Strategies to develop these behaviours
- The change curve
- Chance to look at a change process
- Interview questions about leading change
- Development of the school based task

Session 4 – Wednesday 22nd May 2019 - 1.15pm-4.15pm - Tackling issues and making an impact

- Identifying challenges
- Developing strategies
- Difficult conversations
- sustaining momentum
- Qualitative and quantitative evidence
- Guskey model of impact
- Interview questions about leading change
- Development of the school based task
- Planning and developing a presentation based on my school based task

Session 5 – Thursday 4th July 2019– 1.15pm-4.15pm - Celebration and presentations

- Feedback about leadership development over the course – short-term impact and future developments
- Presentation of school based task and impact

DATES FOR CONTEXTUAL SCHOOL VISITS TO BE CONFIRMED