



**HALES VALLEY**  
TEACHING SCHOOL

**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:

- **Male teachers in key stage one or early years**
- **Female teachers in secondary schools**

We have funding for two cohorts (one beginning February 2017 and the second beginning September 2017), each with 10 delegates from each of the targeted groups.

**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 school 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 £200 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**

**National Teaching School**  
designated by



National College for  
Teaching & Leadership



## **Leadership Development Programme Content**

### **Session 1 –15th Feb - 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 - 29th March – 9.30am-12.00pm – 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 - 26th April – 1.30pm-4.00pm – 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 - 17th May – 1.30pm-4.00pm - 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

### **Session 5 - 21st June - 9.30am-12.00pm - Applying for my next step - application letters and presentations**

- Examples of letters of application
- Developing appropriate style
- Balancing key themes with personalisation
- Balancing I with we
- Knowing my audience
- Planning and developing a presentation based on my school based task

### **Session 6 - 27th September– 1.30pm-4.00pm - 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 SHORTLY**