

**Senior Leaders Development Programme**

**2020**

**Leadership**

**Development**

**Senior Leaders Development Programme**

This programme is for leaders who have overall responsibility for an aspect of leadership across an establishment. This includes senior curriculum/pastoral leaders and members of a senior leadership team, such as assistant or deputy headteachers.

It consists of five modules that allows the participant to reflect on their individual effectiveness as a leader.

The participant will work individually and collectively with others as leaders of learning organisations. This is a national programme co-ordinated by regional consortia, utilising a range of delivery partners.

This programme will offer accreditation in partnership with Trinity St David’s (Yr Athrofa) and Bangor University.

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| **Time** | **Activity** | **Led By** | **Outline** | **Support** |
| **Phase 1** | | | | |
| Autumn term 2020 | Application process | Regional Coordinators | * National application process that will include individual reflection against professional standards for leadership * Applications to be submitted regionally * Notification of outcomes | Regional Consortia |
|  | Notification | Regional Consortia |  |  |
| **Phase 2** | | | | |
| Pre January 2021 | Completion of LSR | Regional Consortia | An electronic template is available for this |  |
|  | Allocation of a Leadership Coach | Regional Consortia | Training provided for Leadership Coach |  |
| Phase 3  Delivery of modules  January – December 2021 |  |  |  |  |
| Module 1 | Values and Dispositions, Self Reflection | Regional consortia and facilitation team |  |  |
|  |  |  | * An introduction to the programme * National picture * Self-reflection (LSR) * What is senior leadership * The role of a senior leader * Leadership v Management * Leadership styles * Emotional intelligence and well-being   Intersessional task –  What is your vision and strategic overview? | Leadership Coach fulfilling duties and coordinating appropriate network activities as required. |
| Module 2 | Working with others | Regional Consortia and Facilitation Team |  |  |
|  |  |  | * Feedback from intersessional task, sharing of vision with Trust group * Leading staff * Developing effective teams * Professional learning   + Innovation   + Professional inquiry   + Mapped into vision * What does evaluation look like across the school? |  |
| Module 3 | Coaching and Mentoring | Regional Consortia and Facilitation Team |  |  |
|  |  |  | * Half day on coaching and mentoring skills * Feedback including challenging conversations * Effective PM systems |  |
| Module 4 | Pedagogy | Regional consortia and Facilitation Team |  |  |
|  |  |  | * Teaching & Learning * What is excellence? * The role of the senior leader in teaching and learning * Internal data * Quality assurance, monitoring and evaluation * Creating a teaching & Learning culture * WG Senior Leader curriculum reform – managing change |  |
| Module 5 | Collaboration | Regional Consortia and Facilitation Team |  |  |
|  |  |  | * Collaboration with other schools, clusters, outside agencies * Effective use of resources * Making good use of the budget * Case study (to be introduced in session 1 – Leadership Experience Task – LET) |  |