**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 3Delivery of modulesJanuary – 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?
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| Module 3 | Coaching and Mentoring | Regional Consortia and Facilitation Team |  |  |
|  |  |  | * Half day on coaching and mentoring skills
* Feedback including challenging conversations
* Effective PM systems
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| 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
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| 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)
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