

**AHLDP: Cohorts 3 and 4**  
**October 2018 – June 2019**



# **GwE:** **Aspiring Headteacher Development Programme**

**Cohorts 3 and 4**  
**October 2018 – June 2019**

## **Target Group:**

- Senior leaders in Secondary, Primary and Special Schools from across North Wales
- *Those who are aspiring to the substantive role (of headteacher), but do not yet have the formal responsibility of the role (WG Milestone Matrix 2015)*

*Alone we can do so little;  
together we can do so much.*

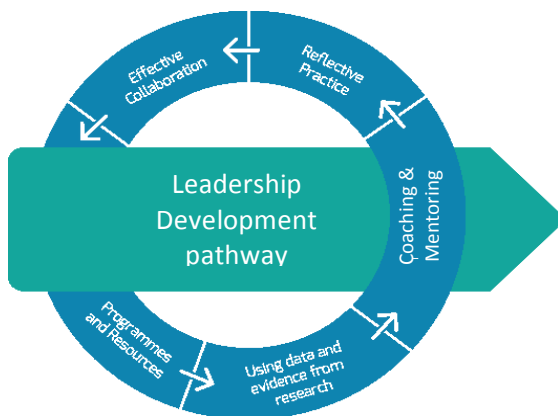
Helen Keller

Information and Application Form



## New leadership Standards

From September 2018, WG's New Leadership Standards' become statutory for schools. We will be addressing these standards together with the fundamental principles of effective leadership and management practice and theory. WG's Learning Model (PLM) shown here will be an integral part of the AHLDP.



The programme's duration will be an academic year, with inter-sessional tasks. Every participant will lead a school project that must demonstrate an impact and improvement in standards of learning, behaviour or attendance.

There are six face to face days, with an additional day based in a school, shadowing the school's headteacher. Development days will cover:

- Emotional Intelligence
- Values, beliefs, vision and school culture
- Strategic Direction; operational planning
- Leading teaching & learning.
- Coaching and mentoring
- Leadership styles and behaviours
- Leading and managing effective teams
- Leading and managing change
- Accountability of yourself and others
- Impact and influence
- Feedback and challenging conversations

### Personal development: Insights discovery.

Each delegate will undertake the *Insights Discovery Personal Profile*. This is a behavioural profile analysis supported by a full day's training and development in its application with colleagues back in school. This day (day 2) covers:

- Personal effectiveness
- Team-working
- Courageous and considerate leadership
- Change

*Collaboration and communication are vital tools for top teams. Understanding your own personal style and recognising others' means that workplace relationships can become productive, not destructive.*

## Who are the target audience?

This development programme is for current senior leaders across the North Wales region. We would suggest that for acceptance on this programme our criteria is for senior teachers who:

- are at the very least deemed to be 'consistently good practitioners'
- have had a variety of leadership and management responsibilities
- are either the school's DHT, AHT or senior leader and are a member of the school's SLT
- (or have been seconded to the SLT/ associate senior leader)
- have effectively led on a key priority from their school's development plan
- have the full support of their school's Headteacher

This programme will be a cross-phase approach that will enable all participants to understand, appreciate, share and collaborate with colleagues across the North Wales region.

There will be two groups in each language; two Welsh medium and two English medium groups.

Each group will comprise of 16 practitioners.

## When and where?

Two cohorts will run simultaneously in both languages. Two Welsh medium and two English medium. The programme resources will be available bilingually.

### Cohort 3:

- Day 1: 15<sup>th</sup> October 2018
- Day 2: Cym: 12<sup>th</sup> Nov / Eng: 14<sup>th</sup> Nov 2018
- Day 3: 24<sup>th</sup> January 2019
- Day 4: 14<sup>th</sup> March 2019
- Day 5: School to school visits/ peer observations
- Day 6: 4<sup>th</sup> April 2019
- Day 7: 26<sup>th</sup> June 2019

### Cohort 4:

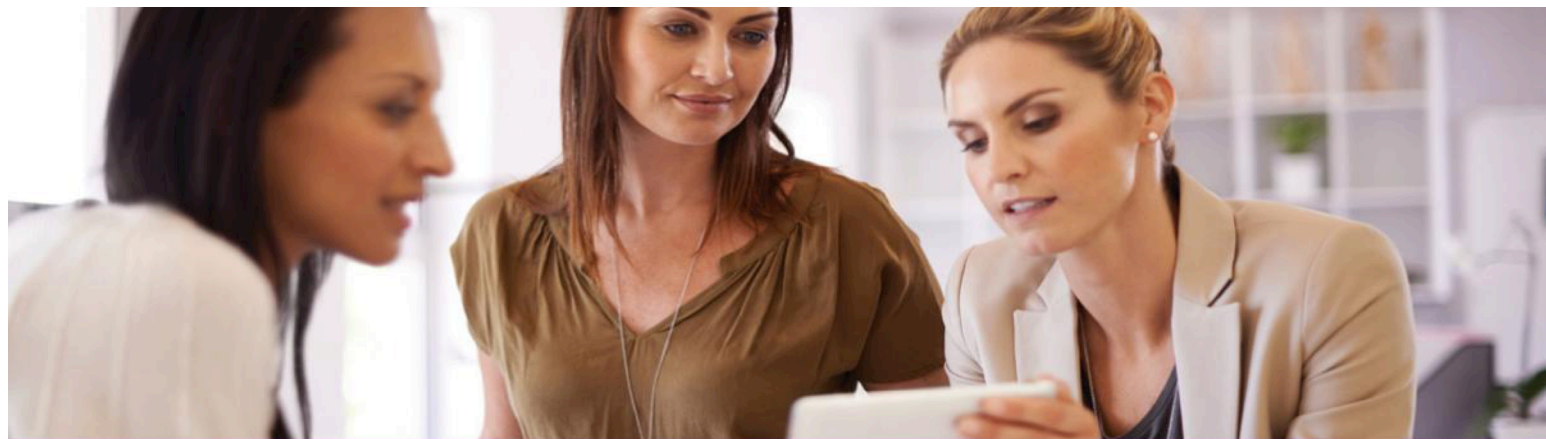
- Day 1: 15<sup>th</sup> October 2018
- Day 2: Cym: 13<sup>th</sup> Nov/ Eng: 15<sup>th</sup> Nov 2018
- Day 3: 23<sup>rd</sup> January 2019
- Day 4: 14<sup>th</sup> March 2019
- Day 5: School to school visits/ peer observations
- Day 6: 5<sup>th</sup> April 2019
- Day 7: 26<sup>th</sup> June 2019

Each day will begin at 9:00am and run through until 4:00pm. Participants must attend all dates. Venues will be across the region.

## Costs/funding:

### No cost for all development days (GwE funded)

- The school will meet all supply cover costs.
- Participants will fund their own travel and research costs.
- Schools may be able to access EIG/PDG grants if the school project is linked to a priority identified within their 'plans'.
- Participants are expected to attend all development days



# Aspiring Headteacher / senior leader

*'All leadership roles share some common skills and attributes, particularly working with and influencing others to improve the learning experiences for all learners. However, at different stages in the leadership journey the individual will have different sets of needs.....'*

**Senior leaders:** 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.

**Aspiring headteachers:** Those who are aspiring to the substantive role but do not yet have the formal responsibility of the role.

Suggested activities relating to the milestones for Aspiring headteachers (aligned to the Leadership Standards) are;

Key area 1	Creating strategic direction	Explore the moral purpose of whole school leadership using all six areas of the leadership standards. Consider personal reasons for aspiring to headship. Be prepared to articulate reasons to others. Reflect on experience to date using evidence of previous leadership development activities
Key Area 2	Leading learning and teaching	Reflect on your own pedagogical practice. Be prepared to articulate an evidence-based rationale for your practice. Consider how a whole school approach to excellent classroom practice is achieved and maintained. Continue to develop skills of classroom observation data analysis and planning for improvement
Key area 3	Developing and working with others	Identify characteristics of effective teams within the school. Encourage collaborative working and mentoring of call leaders to ensure consistent positive ethos of team working across the school. Look for opportunities to develop distributed leadership and the development of individuals including opportunities for aspiring leaders. Modelling effective behaviours in leading others
Key area 4	Managing the school	Developed an awareness of both short and long-term financial planning. Develop an awareness of personal issues including appointments. Is able to articulate the connections between financial and staff planning on the implementation of the agreed school development plan
Key area 5	Securing accountability	Consider using professional experience to date what factors contribute to an effective accountability structure. Consider the role of the headteacher and the governing body in securing accountability. Be aware of the procedures which external bodies using securing accountability. Consider how internal accountability measures relate to these.
Key area 6	Strengthening the community focus	Consider how relationships with the local and wider communities are developed and maintained. Explore how information about the local and wider community is transferred to colleagues. Consider how the achievements of the school are shared with the local and wider community and how these might be strengthened. Identify the key agencies beyond the school which contribute to overcoming disadvantage and barriers to learning. Inform yourself about their work and practices.

# AHLDP Application Form – Cohort 3 and 4

**Aspiring Headteacher Leadership Development Programme  
October 2018 to June 2019**



Application for Cohort 3 or Cohort 4 (please delete the cohort you don't wish to be considered for)		
Applicant's Name		
Applicant's school and contact telephone		
Applicant's email address		
Applicant's mobile number		
Number of year's teaching		
Previous leadership programmes completed – dates. State the provider		
Current role/ responsibilities		
Why do you wish to participate in this leadership development programme? 250 words		
Applicant's signature (electronic)		Date:
Name of school leadership mentor.		
Name of school Headteacher		
Headteacher or DHT/ AHT signature		Date:
Return to:	<a href="mailto:MorganCordiner@gwegogledd.cymru">MorganCordiner@gwegogledd.cymru</a>	
Any special dietary requirements. Any disabilities you wish us to know about?		
To be received by:	<b>Midday on the 20 July 2018</b>	
<p>The senior management team and governors of this school fully support this application and undertake to actively seek then necessary opportunities to enable the applicant to complete the tasks involved. The school will allocate a member of the SLT as the applicants school-based mentor.</p> <p>The applicant is expected to attend all development days.</p>		