

Rhaglen Genedlaethol i Ddatblygu Darpar Benaethiaid –

Paratoi ar gyfer CPCP



National Aspiring Headteacher Development Programme –

Preparing for NPQH



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Mae'r rhaglen ddatblygu hon, **dros gyfnod o flwyddyn**, yn gyfle dysgu proffesiynol cyffrous i **arweinwyr ysgol profiadol**, o bob cwr o Gymru, sy'n dymuno bod yn benaethiaid yn y dyfodol agos. **Mae cwblhau'r rhaglen hon yn ddisgwyliad ar gyfer pob ymgeisydd CPCP y dyfodol.**

Darperir y rhaglen genedlaethol hon ar sail ranbarthol.

This **one-year** development programme is an exciting professional learning opportunity for **experienced school leaders** across Wales who wish to become head teachers in the near future. **Completion of this programme is an expectation for all future NPQH applicants.**

This is a national programme delivered regionally.

Darperir y rhaglen genedlaethol hon gan y Consortia Rhanbarthol a'u partneriaid, sy'n cynnwys Awdurdodau Lleol a Sefydliadau Addysg Uwch.

Mae'r rhaglen wedi'i chymeradwyo gan yr Academi Genedlaethol ar gyfer Arweinyddiaeth Addysgol, gyda chyfle ar gyfer achrediad, mewn partneriaeth â Phrifysgol Cymru Y Drindod Dewi Sant, a Phrifysgol Bangor.

This national programme is delivered by Regional Consortia and their partners, which include Local Authorities and Higher Education Institutions.

It has been endorsed by the National Academy of Educational Leadership with opportunity for accreditation in partnership with UWTSD and Bangor universities.

Cynulleidfa:

Bydd y rhaglen hon ar gael i bob **arweinydd ysgol profiadol** sy'n credu ei fod yn **cyrraedd y Safonau Proffesiynol** ar gyfer Addysgu ac Arweinyddiaeth, ac sy'n ystyried mai **prifathrawiaeth yw'r cam nesaf realistig.**

Audience :

This programme will be available to all **experienced school leaders** who believe that they demonstrate **attainment against the Professional Standards** for Teaching & Leadership and for whom **headship is a realistic next step.**

Mae'r rhaglen yn hyrwyddo arweinyddiaeth hynod o effeithiol trwy **hunanwerthuso a myfyrio**, gan archwilio'r berthynas rhwng arweinyddiaeth, ysgolion llwyddiannus a'r gymuned ehangach.

Bydd yn sicrhau **tegwch o ran mynediad i ymarferwyr ledled Cymru**, ynghyd â chynnydd yn nifer yr ymgeiswyr o safon uchel am swyddi penaethiaid mewn ysgolion.

The programme promotes highly effective leadership through **self-evaluation and reflection**, exploring the relationships between leadership, successful schools and the wider community.

It will ensure **equity of access to practitioners across Wales** and an increase in the number of high-quality applicants for headteacher posts in schools.

Bydd y cyfranogwyr yn ymgymryd â gweithgareddau cyfoethogi sy'n adeiladu ar brofiad blaenorol, a hynny er mwyn meithrin:

- eu dealltwriaeth o **rôl pennaeth effeithiol**
- eu sgiliau a'u priodoleddau trwy **hunan-adolygu yn erbyn y Safonau Proffesiynol** ar gyfer Addysgu ac Arweinyddiaeth
- eu dealltwriaeth a'u gallu i **gymhwyso amrywiaeth o sgiliau arweinyddiaeth** mewn modd effeithiol
- eu sgiliau cydweithredu trwy gymryd rhan effeithiol mewn **rhwydweithiau cyfoedion**
- eu gwybodaeth a'u sgiliau ar gyfer datblygu eu **hysgolion fel sefydliadau sy'n dysgu** a sicrhau llwyddiant yr **agenda ddiwygio genedlaethol**

Participants will undertake enriching activities that build upon previous experience to develop:

- their understanding of the **role of an effective headteacher**
- their skills and attributes through **self-review against the Professional Standards** for Teaching & Leadership
- their understanding and effective **application of a range of leadership skills**
- their collaboration skills through an effective engagement in **peer networks** and
- their knowledge and skills for developing their **schools as learning organisations** and ensuring the success of the **national reform agenda**

Beth yw'r drefn?

- Ymgeisio (erbyn 22-10-21)
- Hysbysu
- Mynychu modiwlau gan gynnwys y gweithgareddau cyn y modiwl a'r tasgau rhwng y sesiynau
- Aseiad CPCP

What is the process?

- Application (by 22-10-21)
- Notification
- Attendance at modules including pre module activities and intersessional tasks
- NPQH Assessment

Ymgeisio (erbyn 22/10/2021)

Croesewir ceisiadau gan uwch arweinwyr ysgolion ledled Cymru, sydd wedi profi eu gallu, sy'n credu eu bod yn cyrraedd y Safonau Proffesiynol ar gyfer Addysgu ac Arweinyddiaeth, ac mai prifathrawiaeth yw'r cam nesaf realistig iddynt.

Dylai ceisiadau am y rhaglen hon gael eu hardystio gan Bennaeth eich ysgol neu gan eich rheolwr llinell, yn dilyn trafodaeth broffesiynol yn seiliedig ar gwblhau Adolygiad Safonau Arweinyddiaeth (ASA).

Cais ar gyfer CPCP yw'r canlyniad disgwyliedig ar gyfer y rhai sy'n cymryd rhan yn y rhaglen hon.

Application (by 22/10/2021)

Applications are welcomed from proven senior school leaders from across Wales who believe that they demonstrate the Professional Standards for Teaching & Leadership and for whom headship is a realistic next step.

Applications for this programme should be endorsed by your school's Headteacher or line manager following a professional discussion based on a completed Leadership Standards Review (LSR).

Application for NPQH is the expected outcome for participants in this programme.

Dull cyflwyno

Cyflwynir y rhaglen dros flwyddyn, ac mae'n gofyn am **ymrwymiad sydd gyfwerth â phum niwrnod rhwng mis Ionawr a mis Rhagfyr.**

Cyflwynir holl weithgareddau'r rhaglen yn Gymraeg, yn Saesneg neu'n ddwyieithog.

Rhoddir **Hyfforddwr Arweinyddiaeth** i bob ymgeisydd, ynghyd ag aelodaeth o **grŵp cyfoedion** drwy gydol y rhaglen.

Delivery method

The programme takes place over a one-year period and requires a commitment of the **equivalent of five days between January and December.**

All activities undertaken as part of this programme are delivered in Welsh, English or bilingually.

Each candidate is allocated a **Leadership Coach** and membership of a **peer group** for support throughout the programme.

Drwy'r rhaglen, bydd modd i'r cyfranogwyr **fyfyrto ar eu harferion proffesiynol a gofalu eu bod nhw'n barod** pan ddaw hi'n amser iddynt wneud cais i gael eu hasesu'n ffurfiol ar gyfer y Cymhwyster Proffesiynol Cenedlaethol ar gyfer Prifathrawiaeth.

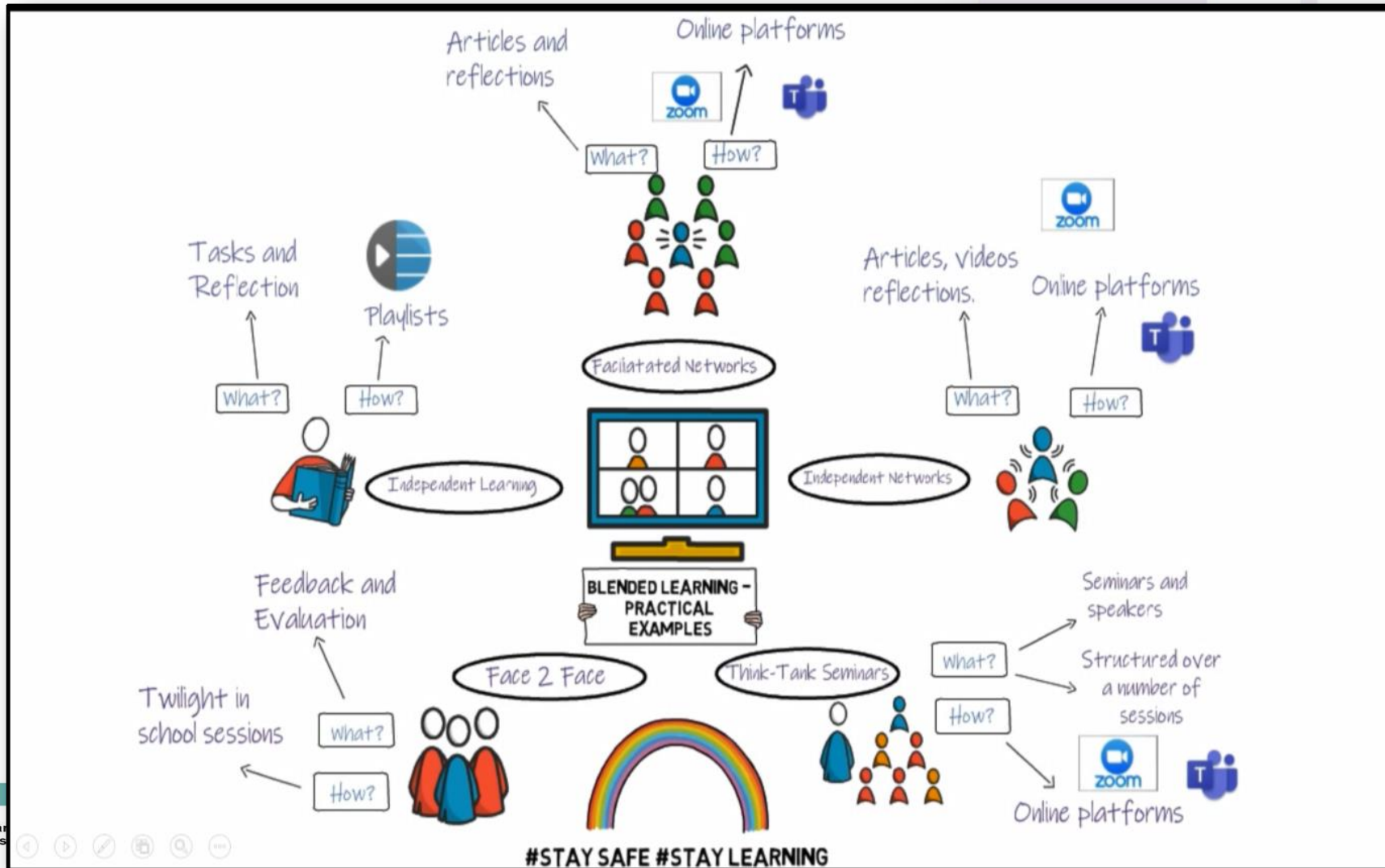
The programme will enable participants to **reflect on their own professional practice and to ensure they are well prepared** when applying to undertake formal assessment for the National Professional Qualification for Headteachers (NPQH).

Dysgu Cyfunol

Gallai'r rhaglen gael ei darparu trwy fodel dysgu cyfunol.

Blended Learning

The programme may be delivered through a blended learning model.



Gofyniad cyn y rhaglen –

Cwblhau'r Adolygiad Safonau Arweinyddiaeth (ASA)

Pre programme requisite –

Completion of a Leadership Standards Review (LSR)

Descriptors for formal leadership roles (the five dimensions). My log / evidence to demonstrate development.

| | |
|---|--|
| PEDAGOGY – 'is paramount' <i>The teacher in a formal leadership role exercises accountability for the pedagogy of others by creating and sustaining the conditions to realise the four purposes for learners and achieve the best for them in terms of standards, well-being in progress.</i> | |
| Refining teaching | |
| Promoting the pedagogic vision for 2025 | |
| Sustaining highly effective teaching | |
| Ensuring that strategy and infrastructure are fit for purpose | |
| Creating the effective and inclusive learning environment | |
| Advancing pedagogic approaches | |
| Listening to learners | |

Mynychu sesiwn briffio technoleg 'Dysgu Cyfunol'
Cwblhau tasgau darllen ymlaen llaw

Attendance at a 'Blended Learning' technology briefing
Completion of Pre reading tasks

Y Rhaglen

Modiwl Datblygu 1 – Gwneud Gwahaniaeth

- Trosolwg o'r Rhaglen, gan gynnwys rôl yr Hyfforddwr Arweinyddiaeth a rhwydweithio
- Rôl y Pennaeth
- Ble rydym ni? – cyd-destun addysg yng Nghymru
- Gweledigaeth – beth yw eich gweledigaeth? Datblygu gweledigaeth a rennir
- Cynllunio Strategol – yr Adolygiad Hunanwerthuso a'r CGY
- Tasg Profiad Arweinyddiaeth

The Programme

Development Module 1 – Making a Difference

- Programme Overview including role of LC and networking
- Role of Headteacher
- Where are we? – the Welsh educational context
- Vision – what is your vision? Developing a shared vision.
- Strategic Planning – SER and SIP
- Leadership Experience Task

Modiwl Datblygu 2 – Arweinyddiaeth (i)

- Beth yw arweinyddiaeth effeithiol?
- Pa fath o arweinydd ydw i?
- Timau Effeithiol
- Adnoddau Dynol

Development Module 2 – Leadership (i)

- What is effective leadership?
- What sort of leader am I?
- Effective Teams
- Human Resources

Modiwl
Datblygu 3 –
Arweinyddiaeth
(ii)

- Arddulliau
Arweinyddiaeth –
Cydweithredol,
Dosranedig,
Gweddnewidiol,
Sefyllfaol
- Rheoli Newid
- Iechyd a Diogelwch

Development
Module 3 –
Leadership (ii)

- Leadership Styles –
Collaborative,
Distributed,
Transformational,
Situational
- Managing Change
- Health and Safety

Modiwl
Datblygu 4
– Arwain
Addysgeg

- Rôl y Pennaeth mewn Dysgu ac Addysgu
- Sicrhau Ansawdd
- Defnyddio Data
- Mesur ac Adrodd ar effaith
- Rheoli adnoddau, gan gynnwys cyllid

Development
Module 4 –
Leading
Pedagogy

- Role of Headteacher in Teaching and Learning
- Quality Assurance
- Use of Data
- Measuring and Reporting Impact
- Managing resources, including Finance

Modiwl
Datblygu 5 –
Datblygu
gweithlu'r
ysgol yn
effeithiol

- Ysgolion fel Sefydliadau sy'n Dysgu
- Cynnal diwylliant cydweithredol yn yr ysgol a thu hwnt iddi
- Cefnogi tîf mewn eraill
- Meithrin ac arwain diwylliant o arloesi
- Atebolrwydd eich hun ac eraill, gan gynnwys datblygu dulliau llywodraethu effeithiol
- Diogelu

Development
Module 5 –
Effective
development
of the school
workforce

- Schools as Learning Organisations
- Sustaining collaborative culture both within and beyond the school
- Supporting growth in others
- Developing and leading a culture of innovation
- Accountability of self and others, including developing effective governance
- Safeguarding

Cymorth

- Dyddiau rhanbarthol – modiwlau
- Cymorth gan Hyfforddwr Arweinyddiaeth
- Tasg Profiad Arweinyddiaeth (PA)
- Paratoi am y Ganolfan Aseu
- Rhwydweithio

Support

- Regional days – modules
- Support of a Leadership Coach
- Leadership Experience Task (LE)
- Assessment Centre Preparation
- Networking

Mae'n ofynnol bod ymgeiswyr yn gwneud **tasg profiad arweinyddiaeth**, ac yn cyflwyno'r hyn maent wedi'i ddysgu o'r gweithgaredd yn y ganolfan asesu.

Prosiect, gweithgaredd neu adolygiad fydd y profiad arweinyddiaeth, a fydd yn rhan o waith arferol yr ymgeiswyr yn eu hysgol. **Cyflwynir tystiolaeth o'u sgiliau arweinyddiaeth sydd wedi gwella i'r panel asesu.**

Candidates are required to undertake a **leadership experience task** and present what they have learned from the activity at the assessment centre.

The leadership experience is a project, activity or review as part of candidates' normal work in their school. **Evidence of their improved leadership skills are presented to the assessment panel.**



Y Dasg Profiad Arweinyddiaeth

Bydd y dasg PA yn **rhan ganolog o'r Cynllun Datblygu/Gwella Ysgol** a chytunir arni gyda'r y Pennaeth. Gellir gynnwys yr YCG cyswllt yn y broses yma hefyd. Bydd yr ymgeisydd yn dod yn gyfarwydd â'r **ymchwil diweddaraf** yn y maes hwn, a'i gynnwys yn y cynllun, ble bo'n briodol. Yn y Panel Asesu, bydd ymgeiswyr yn amlinellu'r camau gweithredu, **effaith y datblygiad a sut mae eu sgiliau arweinyddiaeth wedi gwella** o ganlyniad.

The Leadership Experience Task

The LE task will be an **integral part of the School Development / Improvement Plan** and will be agreed with the Headteacher. The link SIA can also be included in this process. The candidate will familiarise himself/herself with **the latest research** regarding this area of work and, where appropriate, incorporate this into the plan. At the Assessment Panel the candidate will outline the actions taken, **the impact the development has had and how their leadership skills have developed** as a result.

Datblygiad Personol

Bydd yr Ymgeiswyr yn gweithio efo'r Hyfforddwr Arweinyddiaeth:

- I gytuno ar eu **ASA**, ei gynllunio, ei adolygu a'i werthuso
- Gall Ymgeiswyr **ymweld ag ysgol yr HA**, neu leoliad arall, i arsylwi neu gysgodi (*os yn briodol)
- Caiff Ymgeiswyr gefnogaeth gan yr Hyfforddwr Arweinyddiaeth i **baratoi eu cyflwyniadau i'r Paneli Aseu**
- Dywedir wrth Ymgeiswyr am sicrhau eu bod nhw'n cyfeirio at ddefnyddio data.

Personal Development

Candidates will work with Leadership Coach to:

- agree, plan, review and evaluate their **LSR**
- Candidates could **visit LC school** or alternate setting to observe or shadow (*if appropriate)
- Candidates will be supported by the Leadership Coach **to prepare their presentations to Assessment Panels**
- Candidates advised to ensure they cover use of data

Y Ganolfan Aseu

The Assessment Centre



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Yn y ganolfan asesu, rhaid i'r ymgeiswyr ddangos:

- Eu dealltwriaeth o **rôl broffesiynol y Pennaeth**
- Eu gallu i **arwain a rheoli ysgol** mewn perthynas â'r holl Safonau Proffesiynol o'r **Safonau Arweinyddiaeth ffurfiol**
- **Cynnydd boddhaol** yn erbyn **pob elfen** asesu
- Eu **parodrwydd** am brifathrawiaeth

At the assessment centre candidates must demonstrate:

- Their understanding of the **professional role of the Headteacher**
- Their capacity to **lead and manage a school** in relation to each of the Professional Standards within the **Formal Leadership Standards**
- A **satisfactory level of progress** against **all** of the assessment elements
- Their **readiness** for headship

Defnyddir tystiolaeth o'r broses i sicrhau'r Panel bod pob ymgeisydd wedi **darparu digon o dystiolaeth o gynnydd yn erbyn y Safonau Arweinyddiaeth ffurfiol**, a'u bod yn **ymgeisydd credadwy** ar gyfer prifathrawiaeth.

Rhennir rhagor o wybodaeth am y ganolfan asesu gydag aelodau'r rhaglen yn fuan yn Nhyrnor yr Hydref, 2022.

Evidence from the process is used to assure the panel that each candidate has **provided sufficient evidence of progress against the Formal Leadership Standards** and is a **credible candidate** for headship.

Further information regarding the assessment centre will be shared with programme participants early in the Autumn term 2022.

| Region | Co-ordinator | Contact |
|--------|--------------------------------|--|
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22/10/2021



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