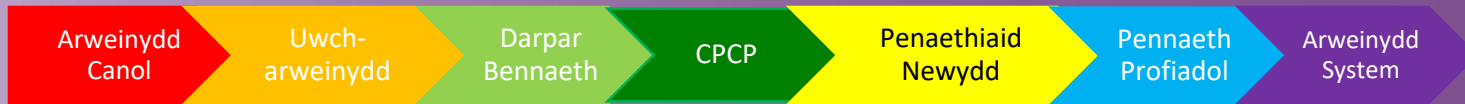


Rhaglen Genedlaethol i Ddatblygu Darpar Benaethiaid –

Paratoi ar gyfer CPCP

National Aspiring Headteacher Development Programme –

Preparing for NPQH



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Paratoi ar gyfer CPCP / Preparing for NPQH

- 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.

Paratoi ar gyfer CPCP / Preparing for NPQH

- 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

Paratoi ar gyfer CPCP / Preparing for NPQH

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.



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Paratoi ar gyfer CPCP / Preparing for NPQH

- 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.



Paratoi ar gyfer CPCP / Preparing for NPQH

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

Paratoi ar gyfer CPCP / Preparing for NPQH

• Beth yw'r drefn?

- Ymgeisio
- Hysbysu
- Mynd i fodiwlau gan gynnwys y gweithgareddau cyn y modiwl a'r tasgau rhwng y sesiynau
- Asesiad CPCP

• What is the process?

- Application
- Notification
- Attendance at modules including pre module - activities and intersessional tasks
- NPQH Assessment

Paratoi ar gyfer CPCP / Preparing for NPQH

Ymgeisio (erbyn 17/01/2020)

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 disgwylidig ar gyfer y rhai sy'n cymryd rhan yn y rhaglen hon.

Application (by 17/01/2020)

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.



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Paratoi ar gyfer CPCP / Preparing for NPQH

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.

Paratoi ar gyfer CPCP / Preparing for NPQH

Drwy'r rhaglen, bydd modd i'r cyfranogwyr fyfyrrio 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).

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'

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.

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



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



**Modiwl
Datblygu 1 –
Gwneud
Gwahaniaeth**

***Development
Module 1 –
Making a
Difference***

- Trosolwg o'r Rhaglen, gan gynnwys rôl yr Hyfforddwr Arweinyddiaeth a rhwydweithio
- Rôl y Pennaeth
- Ble'r ydym 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

- *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*



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Modiwl Datblygu 2 – Arweinyddiaeth (i)

Development Module 2 – Leadership (i)

- Beth yw arweinyddiaeth effeithiol?
 - Pa fath o arweinydd ydw i?
 - Timau Effeithiol
 - Adnoddau Dynol
- *What is effective leadership?*
 - *What sort of leader am I?*
 - *Effective Teams*
 - *Human Resources*



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



**Modiwl
Datblygu 3 –
Arweinyddiaeth
(ii)**

*Development
Module 3 –
Leadership (ii)*

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

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



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



**Modiwl
Datblygu 4 –
Arwain
Addysgeg**

***Development
Module 4 –
Leading
Pedagogy***

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

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



**Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia**



Modiwl Datblygu 5 – Datblygu gweithlu'r ysgol yn effeithiol

Development Module 5 – Effective development of the school workforce

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



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Paratoi ar gyfer CPCP / Preparing for NPQH

Cymorth

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

Support

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



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Paratoi ar gyfer CPCP / Preparing for NPQH

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.

Candidates are required to undertake a leadership experience task and present what they have learnt 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 panel

Paratoi ar gyfer CPCP / Preparing for NPQH

Y Dasg Profiad Arweinyddiaeth

Bydd y dasg PA yn rhan ganolog o'r Cynllun Datblygu/Gwella Ysgol a chytunir arni rhwng y Pennaeth a'r Ymgynghorydd Cefnogi Gwelliant. 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 between the Headteacher and the Supporting Improvement Adviser. 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.



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Paratoi ar gyfer CPCP / Preparing for NPQH

Datblygiad Personol

Bydd yr Ymgeiswyr yn gweithio efo'r Hyfforddwr Arweinyddiaeth:

- I gytuno ar eu ASA, ei gynllunio, ei adolygu a'i werthuso
- Caiff Ymgeiswyr y cyfle i ymweld ag ysgol yr HA, neu leoliad arall, i arsylwi neu gysgodi
- Caiff Ymgeiswyr gefnogaeth gan yr Hyfforddwr Arweinyddiaeth i baratoi eu cyflwyniadau i'r Paneli Asesu
- 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 have opportunity to visit LC school or alternate setting to observe or shadow
- Candidates will be supported by the Leadership Coach to prepare their presentations to Assessment Panels
- Candidates advised to ensure they cover use of data



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Y Ganolfan Asesu The Assessment Centre



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia



Paratoi ar gyfer CPCP / Preparing for NPQH

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**

Paratoi ar gyfer CPCP / Preparing for NPQH

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 efo aelodau'r rhaglen yn fuan yn Nhymor yr Hydref, 2020

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 participants of the programme early in the Autumn term 2020.

Rhanbarth	Cydlynnydd	Cyswllt
CSC	Emma Coates Matthew Robbins	Emma.coates@cscjes.org.uk matthew.robbins@cscjes.org.uk
EAS	Peter Jenkins Deb Woodward	peter.jenkins@sewaleseas.org.uk deb.woodward@sewaleseas.org.uk
ERW	Tom Fanning Hazel Faulkner	Tom.fanning@erw.org.uk <u>hazel.faulkner@erw.org.uk</u>
GwE	Rhys Williams Ann Grenet	cpcp@gwegogledd.cymru npqh@gwenorth.wales

17/01/2020



Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia

