



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

Senior Leaders Development Programme



**Leadership
Development**

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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, in collaboration with Local Authorities.

| Time | Activity | Led By | Outline | Support |
|--|--|--|---|--------------------|
| Phase 1 | | | | |
| Autumn term | Application process | Regional Coordinators | <ul style="list-style-type: none"> 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 | 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 | | | | |
| Module 1 | Values and Dispositions, Self Reflection | Regional consortia and facilitation team | | |

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|----------|------------------------|--|--|---|
| | | | <ul style="list-style-type: none"> • 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 <p>Intersessional task – What is your vision and strategic overview?</p> | Leadership Coach fulfilling duties and coordinating appropriate network activities as required. |
| Module 2 | Working with others | Regional Consortia and Facilitation Team | | |
| | | | <ul style="list-style-type: none"> • Feedback from intersessional task, sharing of vision with Trust group • Leading staff • Developing effective teams • Professional learning <ul style="list-style-type: none"> ○ Innovation ○ Professional inquiry ○ Mapped into vision • What does evaluation look like across the school? | |
| Module 3 | Coaching and Mentoring | Regional Consortia and Facilitation Team | | |
| | | | <ul style="list-style-type: none"> • Half day on coaching and mentoring skills • Feedback including challenging conversations • Effective PM systems | |
| Module 4 | Pedagogy | Regional consortia and Facilitation Team | | |

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| | | | <ul style="list-style-type: none"> • 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 | | |
| | | | <ul style="list-style-type: none"> • 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) | |