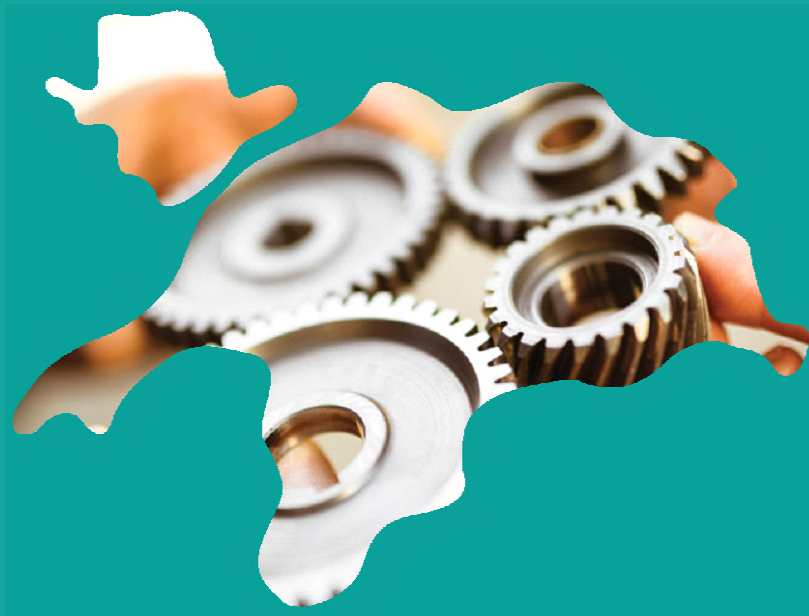


AHLDP: Aspiring Headteacher Leadership Development Programme



Information and Application Form September 2019 – October 2020



Our national mission in Wales is to raise standards, raise the attainment of all children and ensure we have an education system that is a source of national pride and public confidence.

One of the key enabling objectives is:

'Inspirational leaders working collaboratively to raise standards'

Kirsty Williams 2017

Target Group

Senior leaders in Secondary, Primary and Special Schools from across North Wales



New Leadership Standards

Overview:

As of September 2018, WG's New Leadership Standards' became statutory for schools. The AHLDP addresses these standards together with the fundamental principles of effective leadership and management practice and theory.

WG's Professional Learning Model (PLM) shown here will be an integral part of the AHLDP.



The programme's duration will follow the academic year, with inter-sessional tasks between development dates and visits. 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 different school, shadowing the school's headteacher for a full day.

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.'

Insights Discovery

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.

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

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

Current research

In addition, the programme will ensure current and relevant documentation, reports, research and WG priorities are addressed. We will be looking at several key publications that focus on current thinking in relation to effective leadership and success.

For example, in its 2018 report *Developing Schools As Learning Organisations* the OECD identified the following key findings for schools. Schools should be:

- *Developing and sharing a vision that is centred on the learning of all students*
- *Creating and supporting continuous learning opportunities for all staff*
- *Promoting team learning and collaboration among all staff*
- *Establishing a culture of enquiry, innovation and exploration*
- *Embedding systems for collecting and exchanging knowledge and learning*
- *Learning with and from the external environment and larger system*
- *Modelling and growing learning leadership*

The AHLDP will look at these findings, link them to the new professional (leadership) standards alongside the established and proven leadership and management strategies.

Wales' new **National Academy for Educational Leadership (NAEL)** established in 2019 has its mission of 'Inspiring leaders: enriching lives'.

NAEL are *Focussed on the Leadership of Learning*. So whilst many leadership and management strategies are generic, the AHLDP will apply these strategies and theory in an educational context.

When and where?

Two cohorts will run simultaneously in both languages. Two Welsh medium and two English medium. An informal discussion is available with the programme leaders prior to application:

If you would like to discuss the programme – English medium.

Contact Ian Kelly (please give your mobile number) iankelly@teachingteachers.co.uk

If you would like to discuss the programme – Welsh medium.

Contact Alun Llwyd (please give your mobile number) llwyd.alun@gmail.com

Aspiring Headteacher Leadership Development Programme				
AHLDP: 2019 - 2020				
	English Medium		Cyfrwng Cymraeg	
	Cohort 5 15 delegates	Cohort 6 15 delegates	Cohort 5 15 delegates	Cohort 6 15 delegates
Day 1	Wednesday 25 th September 2019 Glasdir (Carneddau) Llanrwst.		Dydd Mercher 25 Medi 2019. Glasdir (Migneint) Llanrwst.	
Day 2	Mon 21 st Oct 2019 OpTic Boardroom	Tues 22 nd Oct 2019 OpTic Conf Room	Mercher 23 Hydref 2019 Plas Menai	Iau 24 Hydref 2019 Plas Menai
Day 3	Tues 12 th Nov 2019 Deeside VI th Form	Mon 11 th Nov 2019 Deeside VI th Form	Mawrth 12 Tach '19 Plas Menai	Llun 11 Tachwedd 2019 Plas Menai
Day 4	Friday 7 th February 2020 Venue: Optic Conference Room		Dydd Gwener 7 Chwefror 2020 Venue: OpTic Boardroom	
Day 5	Shadow Visits: school based.		Shadow Visits: school based.	
Day 6	Tues 3 rd March 2020 Venue: Glyndwr Uni	Wed 4 th March 2020 Venue: Glyndwr Uni	Mawrth 3 Mawrth 2020 Plas Menai	Mercher 4 Mawrth 2020 Plas Menai
Day 7	Thursday 1 st October 2020 Conwy Business Centre		Dydd Iau 1 Hydref 2020 Conwy Business Centre	
Each day will begin at 9:00am and run through until 4:00pm. Participants must attend all dates.				

What previous delegates have said:

Well organized, interesting, useful, successful and very informative. Really enjoyed my time and have gained a lot from the programme to help further develop my career. Also enjoyed 'Colourworks'.

The programme was a fabulous opportunity to network with other teachers, who I know will be lifelong friends. We have enjoyed the whole process of learning and development and have been a huge support to each other.

Colourworks very useful as personal development. *Sessions re* values and beliefs and why we want to be leaders. Venues are evenly accessible to all.

Excellent content and delivery. Presenters are fantastic; their knowledge and experience. Supportive and professional network which was invaluable and has helped me gain confidence as a leader.

Colourworks! Please do not get rid of this!

Practical exercises in relation to coaching, delegation and influencing. The group timed tasks exploring my own leadership style; trialing those having difficult conversations. The climate of the group set on Day 1 by the facilitators was a huge factor in the programme's success.

The course has been hugely inspirational and beneficial from the onset. Very well organized, presented and delivered. I've looked forward to every session and have thoroughly enjoyed meeting colleagues sharing experiences and totally appreciate the honesty these colleagues have shown about their own revelations etc.

Going in pairs to shadow visit (another school's headteacher) was really useful.

Colourworks was great; it has raised my awareness of my own personality and different approaches I need to take when working with staff.

Generally I have thoroughly enjoyed every single day. The opportunity to meet others, share experiences has been invaluable but certainly the presenters' delivery of every day of this course has been outstanding. I've learnt so much and also so much about myself along the way too.

The variety of tasks to develop different aspects of my leadership. Good guest speakers. Shadowing visit very beneficial. 'Some great texts and articles to read, study and discuss.

The resources and how well organized the course was excellent. Facilitators made us feel valued during the days and it was great therapy. Wide variety of tasks. Pushing myself to think and reflect. Unique ways to describe yourself was a really powerful and a great way to get to know people.

Loved the shadow visit following the headteacher around for a whole day. Amazing how much I learned in a day! Great to hear experiences from the other Headteacher presenters. Thank you.

Application for Cohort 5 or Cohort 6 (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 years 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:	cerisiankenrick@GwEGogledd.Cymru
Any special dietary requirements. Any disabilities you wish us to know about?	
To be received by:	Midday on the 30th June 2019
<p>The senior management team and governors of this school fully support this application and undertake to actively seek the 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. The applicant is expected to attend all development days.</p>	