



## Leader Development Programme



For assistant and deputy headteachers new to post

- A term long, bespoke, leader development programme
- A blend of mentoring, online feedback and workshops
- Developing leader skills and awareness

*"The quality of the sessions and the level of investment and commitment in my staff have been particularly effective"*

**Headteacher,**

Islington Arts and Media School

## Leader Mentoring

- For leaders needing one-to-one support
- Fortnightly mentoring with a head or deputy headteacher
- Opportunities to discuss, reflect and learn with successful leaders
- Online monthly reflections to support improved thinking as a leader



*"It has been a good experience and I'm an improved leader for it"*

**Associate Assistant Headteacher,**

Stoke Newington School

## Leadership Skills Workshops

For schools and individuals



*"I am more reflective, more confident and ready to really move forward"*

**Assistant Headteacher,**

Verulam School, St Albans

- Tailored two-hour workshops meeting specific leadership development requirements
- Successful workshops have included: OFSTED Ready; Leading a school to Outstanding; Challenge and Accountability for Leaders; Communication for Leaders



## **Bespoke Leadership Audits**

Particularly successful leader development support packages include:

### **Senior Leadership Team Audit**

Particularly useful for teams that are new or have new members. This audit analyses team strengths and identifies areas where further support / training is needed to help lead the school more effectively and successfully.

### **Ofsted Ready: Pupil Premium**

Auditing the school's use of the Pupil Premium budget and the evaluation the school makes of itself. In particular it looks at the evidence base the school uses to make its judgements and the methodology behind coming to those judgements.

### **Ofsted Ready: Safeguarding and Behaviour**

Auditing the school's safeguarding and behaviour procedures, this support looks at the statutory and Ofsted expectations for safeguarding and behaviour and how well the school meets those expectations.

## **Impact**

- 100% of the participating leaders rated themselves as confident or very confident by the end of the leader development programme
- 75% of the participating leaders were rated by other staff at the end of the programme as very confident compared to 12% at the start
- 100% of the participating leaders made progress
- 63% of the participating leaders made significant progress
- 9 out of 10: headteachers' average rating for the effectiveness of the programme in their school
- 9.3 out of 10: participants' average rating for the effectiveness of the programme on their leadership

## **Contact**

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