

## Maiden Erlegh Trust

### Pastoral Leader Development Programme (PLDP)



#### Rationale:

The work of Trust Middle Leaders is vital to the success in delivering the desired outcomes for our young people. It is vital therefore, that our Pastoral Middle Leaders are equipped with suitable experience, skills, attributes, and that they receive excellent training. Our Trust accredited Pastoral Leader Development Programme (PLDP) is designed to offer aspiring or new-to-role pastoral leaders the opportunity for high quality, personalised development. The programme is set out below.

#### Overview of training:

The training programme consists of approximately 15 learning hours spread out across an academic year. The programme consists of 8 face-to-face training seminars gap tasks such as reading and an ongoing action research project over the lifetime of the course. Trainees will be asked to complete a reflection log. Each Trainee will be encouraged to find a mentor to assist their learning. Cohorts will typically consist of 10-15 trainees across the Trust. The seminars will be as follows:

- **Seminar 1:** Introduction to course and core principles of leadership – 90 mins
- **Seminar 2:** Managing and Realising your Action Research Project – 30 mins
- **Seminar 3:** Safeguarding and student welfare – 60 mins
- **Drop in/Action Research Project review** – 30 mins
- **Seminar 4:** Standards, data and quality assurance – 60 mins
- **Seminar 5:** Strategy and Improvement – 60 mins
- **Seminar 6:** Applying to Pastoral Leadership posts – 60 mins
- **Drop in/Action Research Project review** – 30 mins
- **Seminar 7:** Managing behaviour – 60 mins
- **Seminar 8:** Lessons learned and next steps – 60 mins

## Course Coverage:

### Term 1

#### Seminar 1 - Thursday 4 November 2021

- Introduction to the course – aims and requirements
- Action research set up, objectives, quality standards, reflection log
- Personal leadership principles – the role of leaders, who we are as leader and creating other leaders

#### Seminar 2 – Thursday 11 November 2021

- Putting together a highly impactful Action Research Project
- Question and Answer session

#### Seminar 3 – Thursday 2 December

- Keeping children safe in education
- Student welfare and wellbeing
- Working with external agencies

### Term 2

#### Seminar 4 - Thursday 6 January 2022

- The Standards Strategy – the role of data, quality assurance in middle leadership & the relationship between standards and curriculum and pastoral leaders
- Roles and responsibilities of middle leaders within the OFSTED agenda

#### Seminar 5 – Thursday 3 February

- Carrying out statistical and/or data analysis concepts to identify variation in student performance (deep diving into the Data Collection Point cycle)
- Standardisation and moderation
- Department Development Plans, School Improvement Plans, School Evaluation Form
- Governance

#### Seminar 6 – Thursday 10 March 2022

- Applying for leadership posts – what is involved and how should you approach it?
- Standout applications
- Interviewing for Pastoral Leader posts

## Term 3

### Seminar 7 – Thursday 26 May 2022

- Behaviour management, de-escalation, restorative justice and therapeutic intervention strategies
- Effective communication with stakeholders
- Difficult conversations
- Record keeping and use of key documentation e.g. Individual Behaviour Plans

### Seminar 8 – Thursday 14 July 2022

- Reflections on Leadership Principles from Seminar 1
- Reflections and lessons learned from tasks and research
- Next steps and transition planning
- Presentation of Action Research findings
- Graduation

### How to apply for the programme:

- We ask interested parties to write a short (e.g. maximum one side of A4 in size 12 font) to your headteacher.
- Your letter should set out:
  1. Why you would like to be considered for the programme
  2. An area of action research you would be interested in and how you think your research might help the school
- Letters should be in no later than **Friday 15 October 2021**

If you have any specific questions relating to the programme, please contact:

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