

Maiden Erlegh Trust

Senior Leader Development Programme (SLDP)

Rationale:

The work of Trust senior leaders is vital to the success in delivering the desired outcomes for our young people. It is vital therefore, that our senior leaders are equipped with suitable experience, skills and attributes, and that they receive excellent training. Our Trust accredited Senior Leader Development Programme (SLDP) is designed to offer aspiring or new-to-role Assistant Headteachers the opportunity for high quality, personalised development.

The programme will last one year (commencing each September) and will replace the current Associate SLT role. The SLDP programme will become the formal continuous professional development programme across Maiden Erlegh Trust schools.

In applying for a place on the SLDP course, participants will attend SLT meetings, shadow various key aspects of the role e.g. having difficult conversations with a parent, and carry out a formal whole school improvement action research project. Participants will also have other exposure to leadership opportunities as agreed with their mentor.



Overview of training:

The training programme (SLDP) consists of a total of approximately 20 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 whole school improvement action research project over the lifetime of the course. Participants will be asked to complete a reflection log and seminars will occur broadly once per half term. Cohorts will typically consist of one trainee from each Trust school.

The seminars will cover the following:

Seminar 1: Introduction to course and core principles of leadership – 90 minutes

Seminar 2: Realising and managing a whole school improvement project – 60 mins

Seminar 3: Managing your workload strategically and working at senior leadership level and management of middle leaders – 60 mins

Seminar 4: The holistic standards strategy – 60 mins

Seminar 5: The holistic pastoral strategy – 60 mins

Seminar 6: Creating the shared and consistent teaching and learning vision – 60 mins

Seminar 7: The Assistant Headteacher recruitment process – 90 mins

Seminar 8: Lessons learned, next steps, careers audit and presentation of whole school action research project – 60 mins

Seminar Coverage:

Term 1

Seminar 1 –Thursday 21 October 2021

- Introduction to the course – aims and requirements
- Whole School action research set up, objectives, quality standards, reflection log
- Personal leadership principles – the role of leaders, who we are as leaders and creating other leaders
- Moral purpose, ethical approaches to leadership and the whole school vision

Seminar 2 – Tuesday 16 November 2021

- Realising and managing a whole school improvement action research project
- The importance of 'research-informed practice'
- Implementing the continuous improvement cycle
- Measuring impact against success criteria, evaluating the project and 'next steps'

Seminar 3 – Thursday 2 December 2021

- Managing your workload strategically, multi-task prioritisation and working at senior leadership level
- Effective management of middle leaders
- Establishing yourself as a senior leader

- Project management of whole school agendas and quality assuring against clear goals including measuring and evaluating the impact of your work against success criteria and planning for 'next steps'

Term 2

Seminar 4 – Tuesday 1 February 2022

- The holistic standards strategy – the role of DCP data within the School Improvement Plan, School Evaluation Form, scrutiny of subgroup progress data and standards team structure
- Roles and responsibilities of senior leaders within the OFSTED agenda

Seminar 5 – Tuesday 1 March 2022

- The holistic pastoral strategy – dealing effectively with behaviour, exclusions, admissions, safeguarding, parental engagement and the complaints procedure at senior leadership level
- Working with external agencies and stakeholders

Seminar 6 – Thursday 24 March 2022

- Creating and delivering a shared, consistent teaching and learning vision that motivates and inspires
- Evaluating the effectiveness of teaching and learning at a whole school level and how this informs the planning of future CPD
- Ensuring high quality outcomes for all

Term 3

Seminar 7 – Thursday 19 May 2022

- Applying for senior leadership posts – what is involved, how should you approach it and how to effectively differentiate yourself at interview
- Standout applications
- Participating in the Assistant Headteacher interview process e.g. fish bowl exercise, student panel, data analysis task, interview and group presentation

Seminar 8 – Thursday 7 July 2022

- Reflections on Leadership Principles
- Reflections and lessons learned from tasks and research
- Next steps, transition planning and conducting a careers audit
- Presentation of whole school improvement action research project
- 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 their respective Headteacher.
- The letter should set out:
 1. Why you would like to be considered for the programme.
 2. What you can bring to the SLT group at your respective school.
 3. An area of whole school improvement 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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