



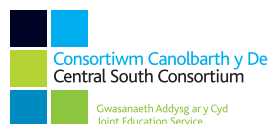
Consortia Gwella Ysgolion Rhanbarthol
Regional School Improvement Consortia

Summary of Newly Appointed and Acting Headteacher Programme

2018/19



**Leadership
Development**



This programme will be available to all new and acting headteachers across Wales. This will be delivered by regional consortia in close collaboration with Local Authorities and a range of delivery partners.

This programme will offer accreditation options in partnership with higher education institutions.

Time	Activity	Led By	Outline	Support
Phase 1				
Prior to taking up post	Handover: By outgoing headteacher with Local Authority (LA) and Regional coordinators	LA Link and Regional Coordinator	An example of an effective handover would include copies of the most recent: » Self-Evaluation Report » School Development Plan » Financial Statement » Governing Body details and minutes » School Handbook and statutory policies In addition, and as appropriate: Notification of any ongoing safeguarding or HR issues.	
	Self review against the professional standards for teaching and leadership	Newly Appointed and Acting Headteacher	An electronic assessment tool is available for this.	
Phase 2				
Year 1	Management and Practicalities	Local Authority Link and Regional Coordinator	This will provide the local information a newly appointed / acting headteacher will need. It may be organised in a way that meets each LA circumstance and needs. For example, an LA may decide to cover this within one fixed day whilst another may determine a series of regular meetings will be more appropriate.	Leadership Coach allocated to each participant.

	Development Day One: Developing a shared and inclusive vision for the school.	Regional Coordinators <i>(to invite external partners as appropriate)</i>	A National Day for all participants will be hosted. Issues to be covered: » Education in Wales: Our National Mission » Schools as Learning Organisations » Effective Leadership » Evaluation and planning	Leadership Coach fulfilling duties and coordinating appropriate network activities as required.
	Development Day Two: Developing your school as a learning organisation (phase 1).	Regional Coordinators and Delivery Team	Organised at a number of venues across Wales. To cover: » Managing and Leading Change » Leadership Styles » Accountability » Responsibilities » Embedding systems for collecting and exchanging knowledge » Wellbeing and resilience	
	Development Day Three: Developing your school as a learning organisation (phase 2).	Regional Coordinators and Delivery Team	To include: » Using professional standards for teaching and leadership » Pedagogy ◇ Refining Teaching: From vision to provision to impact ◇ Advancing Learning: Policy into Practice ◇ Influencing Learning: Securing Standards, Wellbeing and Progress » Establishing a culture of inquiry, innovation and exploration	
	Development Day Four: » Measuring and evaluating impact	Regional Coordinators and Delivery Team	To include: » Use of data » Building capacity for further change » Coaching » Reflective practice on first year of Headship	

Phase 3

Year 2	Reflection and Problem Solving	Regional Coordinators and Delivery Team	Participant will share within the group an aspect of school improvement action research they have implemented during their second year in post. Report to be submitted, for dissemination, on how they are building capacity within their schools.	
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This summary document is supported by detailed programme delivery documentation.

