Leadership Programme

	Session				
	1	2	3	4	5
Date and session time	26/11/20	7/1/21	25/3/21	6/5/21	1/7/21
Middle Leaders Programme	What is a Middle leader?	How do you create and manage change? What is impact? How do you create impact?	Application through to interview	Difficult conversations. The role of a Governor	What is QA? What is it important? Important documentation Understanding the Ofsted framework
Session Leaders	**GS/MR**	**RE/GS**	**RE/AP**	**RE/MR Governor - MT/NR**	**AP/MR**
Date and session time	10/12/20	14/1/21	18/3/21	13/5/21	8/7/21
Senior Leaders Programme	What is a Senior leader?	How do you create and manage change? What is impact? How do you create impact?	Application through to interview	Difficult conversations The role of a Governor	What is QA? Why is it important? Important documentation Understanding the Ofsted framework
Session Leaders	**RE/AP**	**RE/RMG**	**RE/AP**	**RE/RMG Governor - MT/NR**	**AP/RMG**

Session 1 - What is a leader?

ML - What is a Middle leader?

- What is a leader?
- Starting the job - why is preparation important?
- Why are first impressions important?
- What should I do on day one?
- How do you plan for your first half term?
- How does line management work?
- How do you build professional relationships with Staff
- A day in the life of a Middle Leader?
- Role Model
- What are the main roles?
- A Middle Leader at SHS

SL - What is a Senior leader?

- What is a leader?
- Starting the job - why is preparation important?
- Why are first impressions important?
- What should I do on day one?
- How do you plan for your first half term?
- How does line management work?
- How do you build professional relationships with Staff
- A day in the life of a Senior Leader?
- How to present.
- Why is visibility important?
- Role is important but more important is leadership.
- A Senior Leader at SHS

Session 2

ML - How do you create and manage change?

- Define change
- How do you understand the current situation/process/system?
- Why bring about change - what are the indicators?
- Vision - what is it? How do you know it is realistic?
- Research is key!
- Consulting stakeholders.
- Bringing a team with you.
- Communication.
- Sustainability.

ML - What is impact? How do you create impact?

- How do you create impact?
- Practically taking a project from start to finish.
- Vision, actions, review, impact, evaluation.

SL - How do you create and manage change?

- Define change
- How do you understand the current situation/process/system?
- Why bring about change - what are the indicators?
- Vision - what is it? How do you know it is realistic?
- Research is key!
- Consulting stakeholders.
- Bringing a team with you.
- Communication.
- Sustainability.

SL - What is impact? How do you create impact?

- How do you create impact?
- Practically taking a project from start to finish.
- Vision, actions, review, impact, evaluation

Session 3

ML - Application through to interview

- What research to do?
- Visiting the school - what questions to ask? How to ask the questions?
- How to write a letter - showing impact.
- How to act on the day of the interview.
- Potential tasks.
- How to perform well in an interview.

SL - Application though to interview

- What research to do?
- Visiting the school - what questions to ask? How to ask the questions?
- How to write a letter - showing impact.
- How to act on the day of the interview.
- Potential tasks.
- How to perform well in an interview.
- Surviving a two day process!

Session 4

ML - Difficult conversations

- Principles.
- Leading the conversation rather than managing the conversation.
- Understanding the situation. Knowing the facts.
- Do not make promises you cannot keep.
- Bringing about a conclusion.
- Scenarios - main part of session.

ML - The role of a Governor

- The role of a Governor.
- The governance structure.
- Support versus challenge.

SL -Difficult conversations

- Principles.
- Leading the conversation rather than managing the conversation.
- Understanding the situation. Knowing the facts.
- Do not make promises you cannot keep.
- Bringing about a conclusion.
- Scenarios - main part of session

SL - The role of a Governor

- The role of a Governor.
- The governance structure.
- Support versus challenge.

Session 5

ML - What is QA? Why is it important?

- Vision - what are you trying to achieve?
- Communication - clarity for all staff.
- What are the expectations?
- What types of QA are there?
- Why feedback is important. How do you give feedback?
- Actioning findings. Next steps?
- How to use the information as a ML.
- Support the direction of the school.

ML - Important documentation? Ofsted.

- SEF, ADP etc
- Links to Ofsted
- Understanding the Ofsted framework.
- The role of a Middle Leader during an Ofsted visit.

SL - What is QA? Why is it important?

- Vision - what are you trying to achieve?
- Communication - clarity for all staff.
- What are the expectations?
- What types of QA are there?
- Why feedback is important. How do you give feedback?
- Actioning findings. Next steps?
- How to use the information as an SL.
- Reporting to Governors
- Support the direction of the school.

SL - Important documentation? Ofsted.

- SEF, ADP etc
- Links to Ofsted
- Understanding the Ofsted framework.
- An Ofsted visit as an SL