

PROJECT PROPOSAL

365 days of leadership

Project Leads: Andy Hind – Course Facilitator
Kate Chaloner-Doyle (Merton deputy Head)

Project Timescale: March 2019 – July 2019 (3 days)

Target Audience: Assistant and Deputy Heads

Rationale

The demand on school staff of every level is increasing. The responsibility of running a school becomes ever more daunting. A 2015 survey of school leaders by The Key, a national information service for school leaders, found that 86% of respondents believed headship was less attractive than it was five years ago. It is now, more than ever, essential to ensure that we develop our Leaders to ensure that they are well equipped and motivated to take the next steps in their career within Merton. Offering high quality CPD is a key priority of the Attain board and this programme alongside the opportunity to build a network of future leaders is essential to continuing the strong sense of belonging and support for staff of Merton schools. It is also meets the Attain key priorities of **Leadership Development** and **Recruitment and Retention**.

The programme is facilitated by Andy Hind, Senior Consultant with Enhancing Learning Ltd. Andy has over 30 years of educational experience, including Headship, OFSTED, National College Consultant and is currently supporting over 500 educational organisations both in the UK and abroad. It has been designed to explore highly effective leadership within a successful school and the role played by individual senior leaders in establishing a strong, vibrant professional culture. In a time of relentless change, the only certainty is that new challenges and opportunities will emerge in education. Highly effective leadership, in the future, will demand a mastery of a modern set of leadership behaviours and attitudes. 365 days in leadership is an international leadership programme, currently being offered in Asia, Europe and the U.K. The programme has been designed specifically for senior

leaders, including Deputy Heads and Assistants Heads, and focuses on exploring how senior leaders create a culture for success, ensuring every individual reaches their full potential.

Project Outcomes

- Improving teaching and learning throughout a school using effective leadership and mentoring of staff.
- Exploring what changes individual leaders can make effect on raising standards
- Each participant will be supported in identifying and developing personal leadership goals and steps to achieve them.

A key part in being an effective leader is fully understanding the roles and responsibilities you have. The key outcomes of this project would be to allow Leader's to work together and also reflect on their individual school to understand the impact that they can make as leaders. As the training is run over a period of time it allows times for reflection and implementation of new ideas in between sessions. There will be support from both the facilitator and the group for individuals to set leadership goals for themselves and a clear path to achieve them.

Actions

The participants would attend 3 full days of training hosted by Hatfeild Primary School. It would also be an opportunity to build links between school leaders across the borough.

Intended participants:

There has been interest shown from cluster schools in sending their leaders. Also SLT that have previously completed SWLSEP or NPQSL in need of a refresher or looking for training that builds on what they know already.

Professionals benefitting from the project more widely:

Head teachers SLT Staff

Costings

Venues and Refreshments

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
<u>Hatfeild Primary School</u>			
Room booking (x3 sessions)	£0	0	£0
<u>Tea, coffee and biscuits</u>			
Session 1	£20	1	£20
Session 2	£20	1	£20
Session 3	£20	1	£20
		TOTAL COST:	£60.00

Participant Costs

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
<u>Course Attendance</u>			
Session 1	£50	15-20*	£750-1000

Session 2	£50	15-20*	£750-1000
Session 3	£50	15-20*	£750-1000

Professional Reflection

Half day release time	£100	15-20	£1500-2000
TOTAL COST:			Min: £3810 Max £5060

**Minimum of 15 delegates required for the sessions to run*

GRAND TOTAL:
(Minimum, 15 participants) £3810
(Maximum, 20 participants) £5060

Indicative Timetable

Month	Action no.	Description	Lead Individual
March	1	1 st day of course	Andy Hind
June	2	2 nd day of course	Andy Hind
July	3	3 rd day of course	Andy Hind

Evaluation

As this is over 3 days, there is time for implementation and reflection between the dates. We would also ensure that an evaluation was submitted on each session of the course. In addition to this we would require a survey to be completed at the end of the summer term to assess the impact of the training.

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