



## PROJECT PROPOSAL

# Leaders for the Future

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Project Leads: MSTA

Project Timescale: June/July 2019 – June/July 2019

Target Audience: Teachers with leadership potential who are in the early stages of their career e.g. 3-5  
Maximum group size: 16

## Rationale

This course, provided under licence with SSAT, is designed to support early-career teachers identified as having leadership potential to develop leadership skills, knowledge and mind-sets which can be used immediately to increase their impact within and beyond the classroom.

This course supports the **Leadership Development** (especially Early Leadership) Attain Development Plan priority. It also supports the **Recruitment and Retention** priority by supporting early leaders to develop resilience and a clear sense of self.

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## Project Outcomes

Attendees will develop their early leadership skills including an understanding of:

- Leading themselves
- Leading to impact
- Leading and influencing others
- Leading yourself for the long term
- Leading through coaching and mentoring

## Actions

### Intended participants:

The course (over one and a half days) will be facilitated by Emma Westwood, one of the leadership trainers for MSTA. The course materials are under licence from SSAT. This course has run successfully on two previous occasions. A maximum of 16 participants may join the course.

### Professionals benefitting from the project more widely:

- Teachers early in their career whose headteachers have identified leadership potential
  - Leadership teams
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## Costings

### Venues and Refreshments

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
<u>Venue</u>			
Perseid School - room charge	£60	1.5	£90.00
<u>Refreshments</u>			
Standard refreshment costs - £2per half day, 16 participants, No lunch	£6	16	£96.00
<b>TOTAL COST:</b>			<b>£ 186.00</b>

### Participant Costs

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
L4F license fee	£1,500	1	£1,500

5 modules at £200 per module	£200	5	£1000
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**TOTAL COST: £2,500**

### Project Lead Costs (optional)

	<u>Cost per item</u>	<u>Number of items</u>	<u>Total</u>
Project Lead costs (1.5 delivery plus prep)	375	2.5	£937.50
Admin	£350	1	£350.00
MSTA costs	128.75	1	£128.75
			<b>TOTAL COST: £1,416.25</b>

Cost per participant based on 16 participants: £256.39

Cost per participant based on 12 participants: £341.85

**GRAND TOTAL: £4,102.25**

## Indicative Timetable

Month	Action no.	Description	Lead Individual
July 2019		Day 1 of course	
July 2019		Day 2 of course	

## Request to Attain

To fund a percentage of the total fee (up to 50%)  
AND/OR

To fully fund one place per school in an Ofsted category or a school identified as a cause for concern by the LA, for up to 16 participants.

*N.B. Places may also be filled by participants from schools not identified by the above, who **would not** receive a fee reduction*

## Evaluation

Each module is evaluated by the participants. This course ran in 2016 and 2017 and was positively evaluated.

Quotes from 2016 and 2017

### Most useful aspect of training...

*Thinking about what good coaching questions look like and when coaching/mentoring/collaborating was best*

*Made me reflect on how I have coached /mentored and what could I do in the future*

*Focus on my strengths / weaknesses & areas to improve*

*Having the opportunity to reflect and share with others*

*Drawing out the key ingredients of high performing teams was a useful reminder for both working most successfully in a group and as a leader*

*Reflecting on personality types, enjoyed group discussions*

*Prioritisation and know yourself - fantastic reflective tool, reassuring amazingly revealing with regards to the progress I've made in 5 years of teaching*

### Other comments...

*Really made me think about myself in my role and how I can support and be supported. Thank you*

*Very interesting and relaxed. That made it easy to talk about personal experience*

*Very informative. Lots of time to discuss ideas and share*

*Very enjoyable course. Delivered really well and kept fun and engaging.*