

This leaflet provides an overview of the stages that take leaders towards headship and the contact and information links for further information.

### **Wiltshire LA Leadership Development Programmes Overview (Local level provision)**

Wiltshire LA in partnership with Dioceses support leadership development with locally developed and run programmes often based around NCSL frameworks. However, these do not duplicate the content of any NCSL programmes, but rather compliment them. These can provide both formal and informal development opportunities. Many programmes attract funding and are accredited at Masters Level.

Current programmes include:

#### Emergent Leadership

Courses and work related to National Strategies. [susan.roles@wiltshire.gov.uk](mailto:susan.roles@wiltshire.gov.uk)

Head of department and subject leader networks. [susan.roles@wiltshire.gov.uk](mailto:susan.roles@wiltshire.gov.uk)

Leading Teacher Programme. [susan.roles@wiltshire.gov.uk](mailto:susan.roles@wiltshire.gov.uk)

NQT Mentor Programme. [jan.chambers@wiltshire.gov.uk](mailto:jan.chambers@wiltshire.gov.uk) (Primary) [lindsay.long@wiltshire.gov.uk](mailto:lindsay.long@wiltshire.gov.uk) (Secondary)

LA Professional Exchange Scheme. [paul.quantick@wiltshire.gov.uk](mailto:paul.quantick@wiltshire.gov.uk)

Leading and managing from the Middle Programme (Secondary & Special) [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

SENCO networks. [lindsay.palmer@wiltshire.gov.uk](mailto:lindsay.palmer@wiltshire.gov.uk)

The Logical Chain. (Primary School Leadership Development). [jan.chambers@wiltshire.gov.uk](mailto:jan.chambers@wiltshire.gov.uk)

Cluster based programmes are in place in different areas of the county. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

The Leadership Champions Programme enables clusters to design and lead their own programmes and bid for pump priming grants through the LA and TDA funding through university accreditation. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Our local leadership project supports emerging leaders in smaller primaries and faith schools. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

LA placement/internship scheme [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

LA secondment scheme / acting headship programme [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

HT/DHT conferences, networks & briefings [www.wiltscpd.org.uk](http://www.wiltscpd.org.uk)

Deputy and senior teacher groups. Many of these groups operate both for progression and/or those not currently seeking headship but wish to enhance their leadership skills. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk) or your cluster Headteacher group.

### Entry to Headship

New/acting Headteacher induction programme [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Training e.g. “headship application” course [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk) [www.wiltscpd.org.uk](http://www.wiltscpd.org.uk)

HT conferences, networks & briefings [www.wiltscpd.org.uk](http://www.wiltscpd.org.uk)

Train and act as a mentor for new/acting Head teachers [jill.whewell@wiltshire.gov.uk](mailto:jill.whewell@wiltshire.gov.uk)

Join an LA working party / consultant group [david.ross@wiltshire.gov.uk](mailto:david.ross@wiltshire.gov.uk) (Primary) [nick.glass@wiltshire.gov.uk](mailto:nick.glass@wiltshire.gov.uk) (Secondary)

Join the Wiltshire LA / University of Bath “Experienced Headteachers” Group [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

The Leadership Champions Programme enables clusters to design and lead their own programmes and bid for pump priming grants through the LA and TDA funding through university accreditation. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

NPQH Graduates Group. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk) These are groups that meet three times a year to support participants who hold NPQH in securing acting and substantive headship opportunities.

Dioceses training programme for new Headteachers. Contact your Diocesan Adviser.

## Experienced Headteachers

The Leadership Champions Programme enables clusters to design and lead their own programmes and bid for pump priming grants through the LA and TDA funding through university accreditation. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Facilitate LA leadership programmes in partnership with LA [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

- TIPD Headteacher International Placement/Visits. [paul.quantick@wiltshire.gov.uk](mailto:paul.quantick@wiltshire.gov.uk)
- School Improvement Partner Training & Accreditation. [www.ncsl.org.uk](http://www.ncsl.org.uk) [david.ross@wiltshire.gov.uk](mailto:david.ross@wiltshire.gov.uk) (Primary) [liz.bannister@wiltshire.gov.uk](mailto:liz.bannister@wiltshire.gov.uk) (Secondary)
- Local Leaders in Education. [david.clarke@wiltshire.gov.uk](mailto:david.clarke@wiltshire.gov.uk)
- National Leaders in Education. [david.clarke@wiltshire.gov.uk](mailto:david.clarke@wiltshire.gov.uk)
- The Leadership Partners Programme. [jamesZ.smith@wiltshire.gov.uk](mailto:jamesZ.smith@wiltshire.gov.uk)
- Host school for emergent leader internship. [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)
- Take part in Diploma or Masters Degree programmes run by Higher Education. Contact your local HE providers.
- Courses provided by professional associations. Contact your association.

## Leadership Development Programme Overview

### **NCSL Leadership Development Programme Overview (National level provision)**

### **Leadership Development Framework – Emergent Leadership**

This stage is for teachers starting to take on leadership and management responsibilities, including heads of subject or area and subject co-ordinators.

The key programmes in this area are:

Equal access to Promotion – a professional development support programme targeted at black and minority ethnic teachers in middle management. More at [www.ncsl.org.uk/eap](http://www.ncsl.org.uk/eap)

Fast Track Teaching – an accelerated leadership development programme for teachers in the early years of their careers. More at [www.ncsl.org.uk/fasttrack](http://www.ncsl.org.uk/fasttrack)

Future Leaders – piloted in 2006, Future Leaders is a new initiative to identify and develop the skills of leaders to run the most challenging or urban schools, run in collaboration with the Specialist Schools and Academies Trust (SSAT) and the charity Absolute Return for Kids (ARK). More at [www.ncsl.org.uk/futureleaders](http://www.ncsl.org.uk/futureleaders) [www.future-leaders.org.uk](http://www.future-leaders.org.uk)

Leading from the Middle – a 10 month professional development programme for groups of two to four middle leaders plus one leadership coach in primary, secondary and special schools. More at: [www.ncsl.org.uk/lftm](http://www.ncsl.org.uk/lftm)

Leadership Pathways – a new modularised programme that provides personalised leadership learning, it is designed to be flexible so as to suit an individual's contexts, needs and spheres of influence. More at: [www.ncsl.org.uk/leadershippathways](http://www.ncsl.org.uk/leadershippathways)

## **Entry to Headship**

Leadership Development Framework – Established Leadership – this stage is for experienced leaders, including deputy and assistant heads, who aren't necessarily planning to take on a headship role as their next immediate step. The key programmes in this area are:

- Established Leader Programme – aimed at assistant and deputy headteachers and, depending on context, other experienced school leaders who are not currently seeking headship, but wish to enhance their leadership skills. More at: [www.ncsl.org.uk/establishedleaders](http://www.ncsl.org.uk/establishedleaders)

Leadership Development Framework – Entry to Headship This stage is for those aspiring to headship, as well as for newly appointed first time headteachers. The key programmes in this area are:

- National Professional Qualification for Headship (NPQH) – from 1 April 2009 it will be mandatory to have completed NPQH prior to appointment to a first headship. More at: [www.ncsl.org.uk/npqh](http://www.ncsl.org.uk/npqh)
- National Professional Qualification in Integrated Centre Leadership (NPQICL) – the first national programme to address the needs of leaders within multi-agency, early years settings. More at: [www.ncsl.org.uk/npqicl](http://www.ncsl.org.uk/npqicl)

- Trainee Headteacher Programme – offers professional development for current deputies, it involves participants taking up a one year internship in a school in a challenging context. More at: [www.ncsl.org.uk/traineeheads](http://www.ncsl.org.uk/traineeheads)
- Early Headship Provision – for all newly appointed, first time headteachers and acting headteachers. More at: [www.ncsl.org.uk/ehp](http://www.ncsl.org.uk/ehp)

### **Experienced Headteachers**

- New Visions – a year-long personal and professional development programme for all headteachers. More at: [www.ncsl.org.uk/newvisions](http://www.ncsl.org.uk/newvisions)  
This is the last cohort. This programme ends in March 2010. Plans are in place for a similar programme.

NCSL Professional Partner Programme. Shortly to be announced. New Headteacher support. [www.ncsl.org.uk](http://www.ncsl.org.uk)

NCSL Executive headteacher programme. [www.ncsl.org.uk](http://www.ncsl.org.uk)

NCSL Models of leadership programme. [www.ncsl.org.uk](http://www.ncsl.org.uk)

Building schools for the future programme. [www.ncsl.org.uk/bsf](http://www.ncsl.org.uk/bsf)

NCSL International Leadership Learning [www.ncsl.org.uk/illp](http://www.ncsl.org.uk/illp)

School Improvement Partners Accreditation Programme [www.ncsl.org.uk/sips](http://www.ncsl.org.uk/sips)

National Leaders of Education [www.ncsl.org.uk/nle](http://www.ncsl.org.uk/nle)

Local Leaders of Education [www.ncsl.org.uk/lle](http://www.ncsl.org.uk/lle)

NCSL development also provides strategic programmes. These include programmes geared to particular aspects of leadership e.g. School Business Management or Strategic Leadership of ICT (SLICT), as well as those for teams of leaders. A full list of development opportunities is provided in the NCSL prospectus.

NCSL also facilitates development in less formal ways. Its Leadership Network is organised on a regional basis and, through events and online tools, enables leaders to discuss policy and practical issues.

## **Further Information**

Overview of NCSL Leadership Development Framework [www.ncsl.org.uk/programmes](http://www.ncsl.org.uk/programmes)

NCSL prospectus with details of all programmes [www.ncsl.org.uk/publications](http://www.ncsl.org.uk/publications)

NCSL Leadership Network [www.ncsl.org.uk/leadershipnetwork](http://www.ncsl.org.uk/leadershipnetwork)

Professional associations and other national and regional providers also offer a range of leadership development opportunities.

Specialist Schools and Academies Trust (SSAT) offers provision for aspirant heads and, in particular with NCSL, a Developing Leaders for Tomorrow programme aimed at developing leadership capacity in primary schools.

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