

Department for Children and Education  
County Hall  
Trowbridge  
Wiltshire  
BA14 8JB

Your Ref.:  
Our Ref.: CH/GSK

Dear Headteacher,

### **Wiltshire Leadership and Succession Strategy Update**

Thank you for all your work in building leadership capacity in Wiltshire. We have much to celebrate when it comes to developing future leaders. I have tried to capture for you in this pack some of the key leadership strategies, programmes and support available to you and your staff.

### **Overview of Wiltshire LA and National College Programmes.**

This document in your pack provides details of all the Wiltshire and National College Programmes with links and contacts listed to assist your CPD and Performance management needs.

### **Wiltshire A3 CPD Framework Sheet.**

This document in your pack is designed for staffroom display and sets out all the different CPD opportunities available to teachers.

### **Primary Headteacher Support Service**

Tess Farley and Jane Talbot continue to provide this service to support effective leadership. Encourage the proactive and preventative use of this service.

### **NPQH Graduates Group**

Our next meeting is in term 3. If you have a senior leader who you would like to nominate to join this group that is aimed at supporting NPQH graduates in moving towards headship, please contact me with their details.

### **Headteacher Appointments**

Wiltshire like all authorities has seen a significant number of Primary posts being advertised this year. We are pleased that these appointments are being filled with enthusiastic and well qualified colleagues from both within and outside Wiltshire. We are delighted with the excellent partnership working we have with the Diocese who support our faith schools. A recent joint appointment guidance has been introduced.

### **New Heads**

The programme for new heads' induction for this year has started well, and continues to include mentoring from our Wiltshire scheme. Added this year; area based CPD and network meetings. We have acting heads, newly appointed heads and experienced heads taking up a new post involved in the programme. A new handbook has been created with support from headteachers and last year's new heads.

### **Local Leadership Project/Targeted Support Wave 3**

A recent successful grant bid to the National College has secured places from a number of pre-NPQH colleagues who applied from across the county. The programme has an innovative internship opportunity.

### **Logical Chain Project.**

This successful leadership programme for leadership teams continues and is led by Jan Chambers and Rob Ratcliff.

### **Leadership Partnership Programme funded by the National Strategies.**

This programme where two schools support one another on an improvement theme continues into its second year following last year's success. Jim Smith Advisory Headteacher leads this programme.

### **Cluster and Leadership Development**

Our Leadership Champions' programme continues with cohorts two and three starting in January and March respectively. This trains key leaders in the cluster to design and lead their own CPD for leadership succession. If your cluster has been allocated two free places for cohort 2, please sign up ASAP.

Many successful Deputy Head and Senior Teacher groups and programmes continue to thrive across the county.

### **Pump Priming Funds for Cluster Activities**

Grants of £800 are still available for clusters to bid for to initiate activity for those identified as having leadership potential. The leadership champion's programme automatically enables clusters to access these funds. A number of recent grants have been approved.

### **Wiltshire Leadership Festival 13 November 2009 Civic Hall Trowbridge.**

At our recent festival, we had a thought provoking discussion led by Professor Louise Stoll, workshops on a range of leadership topics and gave 5 schools their leadership quality mark awards.

### **Spring Leadership Conference.**

Our Leadership Spring Conference is at Centre Parcs on 18 March 2010 and the Keynote speaker is Andy Hargreaves who has an international reputation.

A flyer for this is enclosed in your pack.

### **Leadership Succession Quality Mark**

These materials have been successfully piloted by a number of schools in Wiltshire and have featured nationally in the NCSL best practice reviews.

A copy is enclosed in your pack.

### **Wiltshire Leadership Succession Survey**

The LA Leadership Development Group recently commissioned some detailed research by Bath and Bath Spa Universities into Headteachers future career intentions. A summary is enclosed in your pack.

These documents are also available on WISENET.

LA Leadership Development and Succession Strategy Leader –

Chris Harries [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

### **Useful Contacts**

New Heads CPD Programme & Networks – [head@suttonveny.wilts.sch.uk](mailto:head@suttonveny.wilts.sch.uk)

New Heads Mentoring Programme – [jill.whewell@wiltshire.gov.uk](mailto:jill.whewell@wiltshire.gov.uk)

CPD Online – [nicola.chitson@wiltshire.gov.uk](mailto:nicola.chitson@wiltshire.gov.uk)

NPQH Graduates Group – [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Logical Chain Project – [jan.chambers@wiltshire.gov.uk](mailto:jan.chambers@wiltshire.gov.uk)

Leadership Champions Programme – [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Leadership Quality Mark – [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

NLE & LLE Programme – [david.clarke@wiltshire.gov.uk](mailto:david.clarke@wiltshire.gov.uk)

Pump Priming Grants – [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Local Leadership Project/Wave 3 – [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Primary Headteacher Support Service – [jane.talbot@wiltshire.gov.uk](mailto:jane.talbot@wiltshire.gov.uk) and [tessa.farley@wiltshire.gov.uk](mailto:tessa.farley@wiltshire.gov.uk)

Wiltshire Leadership Development Group – [chris.harries@wiltshire.gov.uk](mailto:chris.harries@wiltshire.gov.uk)

Headteacher Appointments Primary – [jan.chambers@wiltshire.gov.uk](mailto:jan.chambers@wiltshire.gov.uk)

NQTs – [jan.chambers@wiltshire.gov.uk](mailto:jan.chambers@wiltshire.gov.uk)

Acting Heads – [carol.wakefield@wiltshire.gov.uk](mailto:carol.wakefield@wiltshire.gov.uk)

Leadership Partnership Programme with the National Strategies [jamesz.smith@wiltshire.gov.uk](mailto:jamesz.smith@wiltshire.gov.uk)

Yours sincerely,

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