



LEADERSHIP & MANAGEMENT

CAREER PROFESSIONAL DEVELOPMENT

The SchoolPro TLC Vision

To be the first point of contact for schools and trusts. Offering cost-effective, accessible and practical support that assists and empowers schools to provide the best futures for their learners

THE ASPIRING MIDDLE LEADER

COURSE OVERVIEW

Our Aspiring Middle Leaders programme is designed for teachers who have shown the potential to become highly effective middle leaders.

This programme will focus on providing teachers with the key tools and theories needed to be an effective middle leader. The programme will:

- give participants the skills and confidence to step into a middle leadership post
- ensure that participants are aware of the accountability and moral imperative of their specific role
- equip participants with a set of tools, including carrying out a 'Study', in order to make an impact on an area of Ofsted judgement in your school.

Our sessions combine theory, practical activities, self-review and peer-review to enable participants to gain a deep and full understanding of the programme content.

Sessions will take place in participating schools or a nominated school. They will be delivered by one of our experienced facilitators with links to a school senior leader who has already had a proven impact in their school.

The Aspiring Middle Leaders programme costs £600 per participant. A reduced price can be considered for clusters or MATs.



ASPIRING MIDDLE LEADERS

HOW DOES IT WORK?

The Aspiring Middle Leaders programme consists of four sessions which will be spread over two terms:

Session 1
Stepping up to middle leadership

Session 2
Leading your strategic leadership area

Session 3
Managing, monitoring and evaluating.
Making an impact.

Session 4
Securing a middle leader position
through effective communication

Participants will also conduct a study to practise the skills they are developing on the programme.

Throughout this participants will:

- work collaboratively with a colleague to draw up detailed action plans for a specific group of students that you wish to focus on
- observe other leaders then give feedback
- discuss which interventions and strategies worked well and identify any that need amending
- evaluate their study and the outcomes
- have a deeper impact through sharing strategies and best practice with others.

Evaluation
SchoolPro and the school/s assess the progress against the programme goals for middle leaders and impact on pupil attainment



MIDDLE LEADER +

COURSE OVERVIEW

Middle Leader + is a bespoke, leadership development programme for the whole middle leadership team. It is designed to strengthen and develop all middle leaders, giving them the skills to make a significant impact on pupil outcomes across the school. The programme also works effectively for middle leaders across groups of schools e.g. cluster or MAT.

SchoolPro works in strategic partnership with the Headteacher, Executive Head or CEO in setting ambitious targets which will be closely monitored by the senior leadership team and through discussions with SchoolPro, in order to ensure that they are achieved.

The targets are developed using the School's Development Plan to identify desired impact on pupil outcomes, pupil engagement and/ or learning, teaching and assessment.

Together we tailor and shape your programme around these priority areas, selecting from a wide range of differentiated development modules e.g.

-  how to observe a lesson and give feedback
-  how to write an agenda and chair a meeting
-  how to have the conversations you dread
-  understanding and interpreting whole school data
-  how to prioritise and manage the demands of a middle leader
-  managing change successfully

Middle Leader + costs an annual amount of £700 per participant



DEVELOPING MIDDLE LEADERS

How does it work?

The programme is a partnership between the school and SchoolPro that can start at any point in the school calendar and moves in a yearly cycle for up to three years.

Middle Leaders + is a programme that covers the following:

Initial planning

- SLT completes an assessment of the school's current middle leadership
- SchoolPro discusses the initial assessment outcomes and works with the senior leadership team to map them against the school's improvement plan, enabling us to recommend the most appropriate programme elements
- The school then sets targets for the development of its middle leadership team and pupil attainment

Mid-cycle review

- SchoolPro and the school/s assess the progress towards programme goals for middle leaders and pupil attainment
- Senior leadership feedback on the quality and impact of individual training sessions and any additional elements of the ML+ programme

Evaluation

- Both SchoolPro and the school/s evaluate progress made in the first year.
- Diagnostic tools help to identify priorities and inform plans for the next cycle



LEADING THE WAY

COURSE OVERVIEW

'Leading the Way' has been developed and specifically designed to help Deputy and Assistant Heads maximise their leadership potential.

'Leading the Way' runs over four 3-hour sessions fitted around your schedule, and is customised to meet the needs of school leaders within their specific, local and national context.

SchoolPro works in strategic partnership with the Headteacher, Executive Head or CEO in setting ambitious targets which will be closely monitored through discussions with SchoolPro, in order to ensure the desired impact has been achieved.

Deputy and Assistant Heads will gain the following benefits through their active participation in the programme:

- managing and leading colleagues successfully
- managing change more successfully
- improved resilience and the ability to work more effectively
- improved strategies for leadership issues
- more confidence in managing performance
- greater ability to prioritise and manage demands
- renewed enthusiasm for the job
- insight from other school environments

Leading the Way has a cost of £700 per participant



DEVELOPING ASSISTANT AND DEPUTY HEADS

How does it work?

The programme is a partnership between the school and SchoolPro that can start at any point in the school calendar and moves in a yearly cycle for up to three years.

Leading the Way is a programme that covers the following:

Initial planning

- The Headteacher and SchoolPro complete an assessment of the school's current leadership team
- SchoolPro discusses the initial assessment outcomes and works with the headteacher to map them against the school's development plan, enabling us to recommend the most appropriate programme elements
- SchoolPro and the headteacher then set targets for the development of its senior leadership team.

Mid-cycle review

- SchoolPro and the headteacher assess the progress against the programme goals for senior leaders
- Senior leadership feedback on the quality and impact of individual training sessions and any additional elements of the Leading the Way programme

Evaluation

- Both SchoolPro and the headteacher evaluate progress made in the first year
- Diagnostic tools help to identify priorities and inform plans for the next cycle



SchoolPro TLC
Leadership Capacity

HEAD HIGH

SUPPORT NETWORK AND QUALITY ASSURANCE HUB

Head High for Headteachers starts with an introductory session, which is followed by five half-days spread out over the chosen period. The network typically lasts between six and twelve months and is customised to meet the needs of Headteachers within their specific local context.

Participants will leave feeling more resilient, having more strategic insight and feeling more confident in their abilities.

Headteachers gain the following benefits through their active participation in the network:

- managing change more successfully
- improved resilience and the ability to work more effectively
- improved strategies for leadership issues
- more confidence in managing performance
- greater ability to prioritise and manage demands
- renewed enthusiasm for the job
- insight from other school environments

Head High is a free networking opportunity led by a SchoolPro consultant.

Joining the Quality Assurance Hub will cost each school £500

Schools that join the Quality Assurance HUB will gain extra discounts on CPD once the auditing process has been completed



THE QUALITY ASSURANCE HUB

How does it work?

SchoolPro will meet with Headteachers to determine how the network will enable all schools to develop and enhance their practice.

This will be an exciting opportunity to join a HUB of local headteachers.

We envisage that through the HUB, SchoolPro, can enable headteachers to build effective links with each other that leads to improving pupil outcomes by advancing effective school collaboration.

Within this model we hope to build in a partnership of Quality Assurance (QA) reviews where each school participates in a review and a reciprocal review.

This powerful, peer auditing process involves a visit from a team of senior leaders and the headteacher to a partner school. Their role is to engage in a dialogue with the host school on evaluating the quality of education there and identifying where improvements could be made. The host school will then reciprocate the auditing process with its partner school.

SchoolPro consultants will be part of each auditing visit acting as independent advisors.

HUB sessions will take place in your school or a nominated school on a calendared basis.



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