Concordia Learning Alliance

ASPIRING FUTURE MIDDLE LEADERS PROGRAMME

Are you a new middle leader who wants to enhance and develop your practice, or an experienced teacher who would like to progress to a leadership role? If so, then this programme is designed for you.

This course is comprised of three modules designed to provide you with a critical understanding of the principles underpinning leadership and management, with a particular focus on leadership at the middle level in schools.

Throughout the course, you will explore leadership styles and models and develop personal self-awareness in order to reflect on your own leadership approach in real work situations.

There will be a focus on effective leadership of a team and you will consider how to plan for and deliver effective implementation and about building an effective school culture.

You will share your experiences with others at a similar stage of development thus learning about other school contexts and a range of ways of responding to different situations.

Programme Dates for 2023-24		
	Date	**Time and Venue**
Module 1	Wednesday 29th November 2023	9.00-3.00 p.m. at St Nicholas Special School.
Module 2	Friday 2nd February 2024	9.00-3.00 p.m. at Simon Langton Grammar School for Boys.
Module 3	Monday 13th May 2024	9.00-3.00 p.m. at The Canterbury Academy Trust.

Book your place now

https://www.ticketsource.co.uk/ concordialearningalliance

Ticket cost
£150 per person

For further information on our CPD programme, or to find out more about the Concordia Learning Alliance please contact info@concordialearningalliance.co.uk

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Module 1
Myself as a Leader

Session Aims
- Identify characteristics in myself which contribute to being a leader
- Understand different leadership styles and their strengths and weaknesses
- Understand what effective team management looks like.

	Learn that...	Learn how to...
Identify characteristics in myself which contribute to being a leader	• Everyone has attributes that may help them to lead teams. • Self-awareness and analysis can be a useful tool in developing teaching practice and leadership competency.	• Reflect on their own personal characteristics and values. • Conduct tasks that will help them to achieve a greater understanding of their leadership potential.
Understand different leadership styles and their strengths and weaknesses	• There are different styles of leadership and that it is important that individuals recognise these. • Different leadership styles can be effective and middle leaders should consider their own values and preferred style.	• Identify different styles of leadership within their existing settings. • Critically reflect on the leadership of others and consider their own perspectives on leadership.
Understand what effective team management looks like	• Team management is a key role for middle leaders and is something that may be a new challenge to participants. • There are multiple layers of middle and senior leaders in schools. • Managing teams effectively is how whole school improvements are made.	• Plan questions to ask middle leaders to help better understand perspectives on leadership. • Reflect critically on the best ways to develop their own leadership style. • Observe classroom practice that demonstrates the leadership of staff and discuss the strengths and weaknesses of what they have observed.

Module 2
Leading Teams

Session Aims
- Understand how coaching and mentoring can be used successfully in a leadership capacity to help staff reach their full potential.
- Understand how to best support staff and improve motivation and wellbeing.
- Understand how to shape your team meetings and work towards clear objectives.

	Learn that...	Learn how to...
Understand how coaching and mentoring can be used successfully in a leadership capacity to help staff reach their full potential.	• Coaching and mentoring teaching staff in your team can be an important and powerful leadership skill, which can help to nurture a growth mindset. • High quality coaching can be an effective way of building confidence, trust, self-esteem and a positive team culture. This can lead to higher levels of motivation and, ultimately, improved outcomes.	• Use effective coaching techniques with teaching staff. • Draw a clear distinction between coaching and mentoring and recognise the circumstances in which these two approaches might be used. • Recognise the need for coaching and mentoring within your team.
Understand how to best support staff and improve motivation and wellbeing.	• Staff support can take many forms and is something which stems from a positive culture and ethos within an organisation. • Middle leaders have an active role to play in supporting the wellbeing and motivation of their colleagues. • Staff wellbeing is influenced by many interrelated factors and understanding these is crucial to their long-term motivation.	• Listen effectively to staff concerns. • Recognise the situations where supportive interventions need to be made and what those interventions might involve. • Establish clear boundaries between professional and personal relationships.
Understand how to shape your team meetings and work towards clear objectives.	• Department meetings are an effective way to work strategically towards a single vision, but they must be planned carefully with a clear agenda. • Effective meetings are purposeful, constructive and have clear outcomes.	• Lead purposeful and effective team meetings. • Create meaningful action points.

Module 3
Leading the Wider School

Session Aims
- Understand strategies for dealing with challenging conversations with colleagues and other stakeholders.
- Understand current school priorities and the features of effective action planning.
- Understand the processes around effective observation and feedback.

	Learn that...	Learn how to...
Understand strategies for dealing with challenging conversations with colleagues and other stakeholders.	• Leaders are more likely to have to hold challenging discussions with parents, colleagues and other stakeholders. • Difficult conversations can be planned for and certain strategies can be employed to help deescalate challenging conversations.	• Plan for the challenging conversations to ensure there is every chance of a successful outcome. • Employ strategies that reassure others and show understanding. • Work with trusted colleagues to prepare for courageous conversations.
Understand current school priorities and the features of effective action planning.	• Each school is unique and will have its own set of circumstances and challenges. • All schools create a SIP which allows them to analyse their performance and key targets for the academic year. • Action planning is critical for subjects and phases. • Planning will use different formats.	• Analyse a school's SIP to look for key themes. • Contrast documentation from a range of settings. • Assess the key needs of fictional settings to consider priorities and create an action plan around these. • Present and justify ideas around action planning.
Understand the processes around effective observation and feedback.	• Observation is a key part of school development and middle leaders are likely to have to undertake this role. • Careful planning around observations and feedback will allow for the process to be constructive for all involved. • Observations can be targeted to look for specific areas for development.	• Conduct a drop-in observation with a specific focus. • Prepare for lesson observation feedback. • Structure and deliver feedback in a positive manner. • Hold staff to account with constructive discussions around developmental needs. • Plan to support colleagues who may need further guidance.