

## Virtual CPD

Prepared for: School and educational establishments

Prepared by: Andy Hind (Senior Consultant - Enhancing Learning Ltd)

Academic Year - 2020/2021



# Rising with the Tide

A virtual Network Learning Community for **Middle Leaders (including Team/Phase Leaders and Subject Leaders) and Aspiring Leaders**

**6 modules (1 per half-term)**

**Length of each module - 2.5 hours**

Cost - £240 (+ VAT) per delegate

Summary - **Rising with the Tide** has been designed to consider the ever changing role of the middle leader and their contribution within a highly effective school. The role of middle leader has changed beyond recognition and they are now expected to play a major role in effective and continual school improvement. The role has changed from one of maintenance to authentic leadership and individuals are expected to step-up to this role.

The programme focuses on building a deep understanding about leadership and seeks to support delegates in developing the essential competencies, behaviours and attitudes required to successfully lead a team/subject area. It will explore the 5 minds of intelligent leadership and how to embed these within an individual's leadership approaches

*Each virtual classroom/workshop has been designed around an inquiry-approach towards educational leadership , engaging participants in deep professional thinking and learning. A range of learning processes and protocols will be adopted, ensuring full engagement and an opportunity to connect with like-minded professionals at both a national and international level.*

The modules:

**Module 1** - Understanding my role

**Module 2** - The leader I want to be

**Module 3** - Understanding how to lead from the middle

**Module 4** - The key principles of a successful team

**Module 5** - How a middle leader ensures improvement

**Module 6** - A leader's impact on successful classroom teaching and learning

A focus and overview for each module:

### **Module 1 - Understanding the role**

- Starting with a clear definition
- Considering the tasks, functions and specific requirements of a middle leader
- A focus on what makes a real difference - Identifying specific leadership processes and systems that matter
- The key questions that need to be asked and answered
- Understanding where the journey starts

### **Module 2 - The leader I want to be**

- Considering the influence of leader - Leadership accountability
- Beginning to identify a leader's character - Thinking about an individual's True North
- The strength of a leader is what lies beneath the ground - Exploring leadership maturity and attitudes
- A starter for 10 - Holding myself accountable to a clear set of leadership principles
- Understanding my purpose - Recognising the 'why' of leadership

### **Module 3 - Understanding how to lead from the middle**

- Inquiring into impact - 4 main influences on organisational success and pupil outcomes

- The influence of a leader - Being proactive and recognising influences
- How does a leader inspire organisational-wide excellence?
- The primary role of a leader is the continual improvement in performance - Considering the 'how' of being a leader
- Putting first things first - An ability to prioritise

#### **Module 4 - The key principles of a team**

- When is a team not a team? Considering the differences between teams and workgroups
- Identifying common team dysfunctions - The barriers preventing continual improvement
- A leader's key principles for the culture of a team - Being clear from the off.
- A model for improvement - Being self-directed and responsible.
- The more reflective we are the more effective we are

#### **Module 5 - How a middle leader ensures improvement**

- Being proactive - establishing a clear set of professional norms
- Establishing a culture of reflective practice and embedding appropriate processes
- It's all about accountability for actions and identifying professional learning
- Increasing our capacity for improvement by improving the maturity of collaboration - Understanding key principles

#### **Module 6 - A leader's impact on successful classroom teaching and learning**

- A leader must have their beliefs - Recognising and clearly communicating values around teaching and learning
- Increasing variation to decrease variation - Understanding the main influences on effective classroom practice
- A focus on human capital - How effective are we at doing the job we do?
- Striving for consistency - A clear focus on pedagogical principles that have the greatest impact on pupil outcomes

- Identifying an agreed strategy for improving classroom practice - Everyone continually looking to get better.