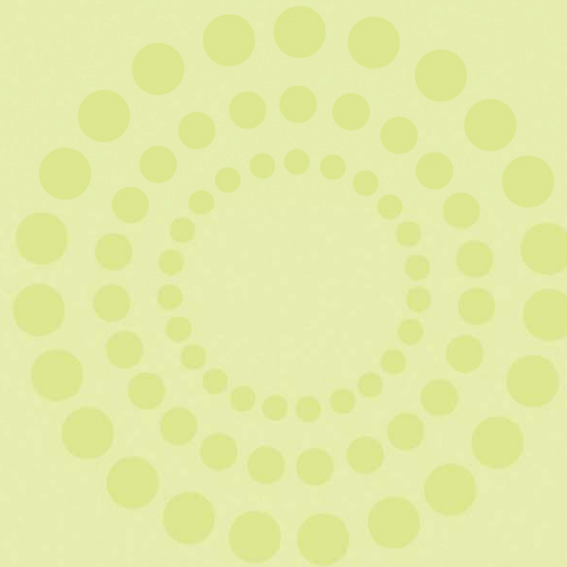
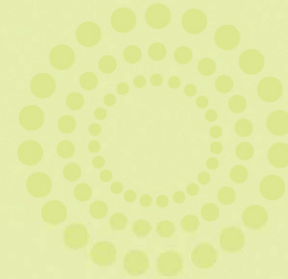
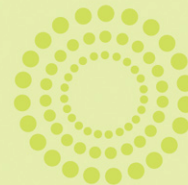
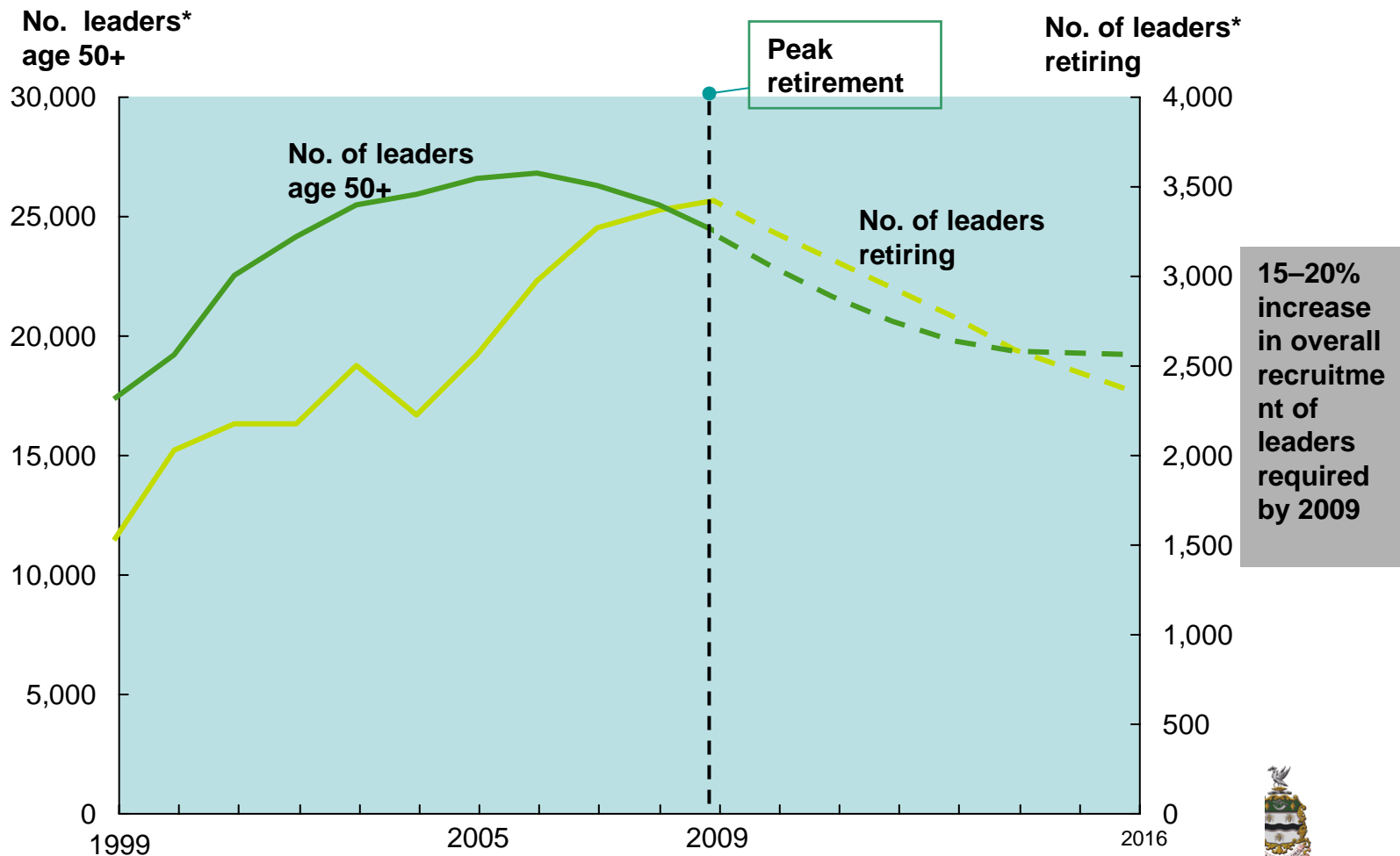


Putting Heads Together

Blackburn with Darwen Borough Council and the
National College for School Leadership (NCSL) in partnership



DEMOGRAPHIC SHIFTS WILL HEIGHTEN THE RECRUITING CHALLENGE IN THE NEXT SEVERAL YEARS, WITH AN ESTIMATED PEAK IN 2009



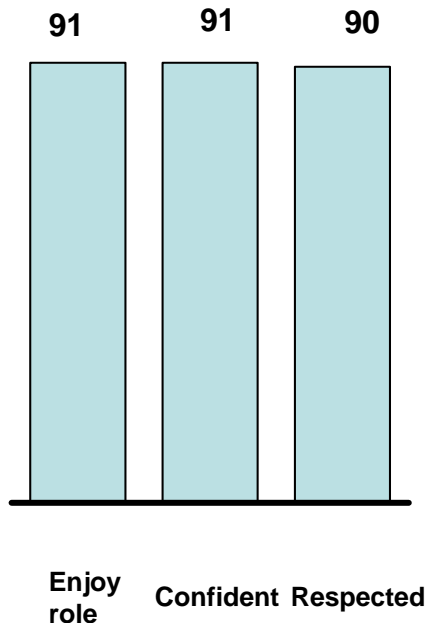
* Leaders = head teachers, deputy heads and assistant heads
 Source: DfES (based on Penstats data); McKinsey analysis

PROPOSALS MUST ADDRESS PERCEPTIONS AND REALITIES OF THE ROLE

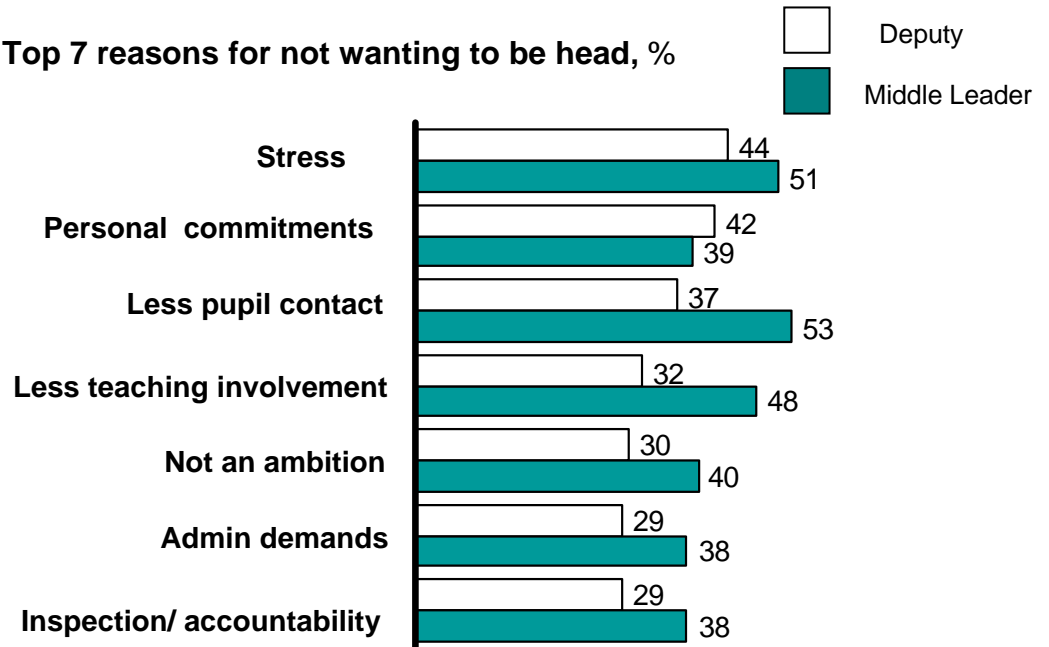
Head teachers are overwhelmingly positive about their role...

... but prospective leaders often carry negative perceptions . . .

%



Top 7 reasons for not wanting to be head, %



Source: MORI; Teacher Workload Survey; RBA; stakeholder interviews

Putting Heads Together

- Collaboration not competition
- Providing leaders of the future- whose job is it?
- What's the pay back?
- Where are our strengths?

Putting Heads Together

Identification of cohort

- Agreed criteria
- Approaching the candidates
- Expectations

Putting Heads Together

Planning the programme

- Experienced head teachers and those new in post
- A generic element
- A bespoke element
- An optional element

Putting Heads Together

The outline programme

- 2 days input on particular key tasks in headship
- 4 days Investment in Excellence programme
- 2 days work shadowing two head teachers
- 4 twilight sessions of coaching and mentoring from an experienced head teacher
- 4 optional twilight delivered by schools

Putting Heads Together

Tailoring the programme

- Process of self assessment and diagnostic assessment
- Agreeing the input days and twilight sessions
- Utilising the work shadowing opportunities
- Agreeing the focus for coaching and mentoring sessions

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What's in it for the schools and the experienced head teachers?

- A focus for collaborative working
- A sharing of ideas and good practice
- Personal development in the area of coaching and mentoring
- A spin off for head teacher induction

Putting Heads Together

Benefits for the candidates

- Locally delivered programme with practical application by existing heads
- Bespoke elements and coaching to address the specific areas for personal development
- A focus on the emotional intelligence aspect of the leadership role
- A view of headship from at least two different schools to their current one
- A group identity

Interim Programme Evaluation

How keen are you to take the next leadership career step?

All but one candidate 'more keen' to progress.

How confident are you about taking the next leadership career step?

All but one 'more confident' about progressing.

How keen are you about becoming a Headteacher?

All those expressing reluctance at the start commented they were 'more keen' to become a Headteacher.

How confident are you about becoming a Headteacher?

Candidates with little or no confidence at start of programme now rating themselves 7/8 out of 10 on scale

How confident are you about fulfilling your current leadership role?

Half the cohort 'significantly more' and half 'more' confident about fulfilling their current role.

Putting Heads Together

I am fully enjoying the succession planning programme. I feel that it has allowed me to explore areas of leadership that otherwise may not have been possible at this stage in my career. I have become much more confident in believing in my abilities and I feel that the programme has made me aware of my leadership strengths and areas which I need to develop further, in order to become a successful leader.

Since **** has taken part in “Putting Heads Together” her confidence in her own abilities has grown immensely. She is taking much more on within school in a leadership role and we have benefited greatly from the programme”

Putting Heads Together

Sustainability- from pilot to roll out

- A revised programme for the next cohort
- An action learning set for the current cohort
- Dissemination across the other collaboratives
- A detailed analysis of the leadership issues across the collaboratives
- Link with the secondary strategy
- Succession Planning Representative in the local area

Putting Heads Together

mural dyslexia

Putting Heads Together

Do we wait for the future
to arrive or do we run
towards it and shape it?

Putting Heads Together

Let's put our minds together
and see what life we can make
for our children.

Tatanka Lyotak

Putting Heads Together

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