

# Targeted Leadership Programme for Middle and Emerging Leaders 2024/25



**“People, not structures, are the most significant drivers of improvement and change in our schools” Mike Cladingbowl, Ofsted**

## Purpose:

This is a leadership development programme for middle and emerging leaders to help them to provide support for sustainable improvement in their own and other schools, to help them become experienced system leaders.

- To improve a key element in school, whatever their area of responsibility, resulting in a positive impact on pupil outcomes
- To provide opportunities for existing and emerging middle leaders to develop their leadership skills
- To develop an understanding of the wider educational landscape of system leadership

## Who is it aimed at?

Emerging Middle Leaders	Middle Leaders
Just beginning to lead a subject / area across the school	Some experience of leading a subject / area
Leads a small team / part of a team (e.g. year group team)	Possible leading a team across the Key Stage / school
May not yet have experience leading an improvement project across the school	Delivers improvement projects across the school (in their curriculum area or area of expertise)
	Has responsibility for a curriculum area / specific aspect across the school

## What will they do?

Emerging Middle Leaders	Middle Leaders
With support from their school, identify a need and the actions to address that issue, managing the changes needed	Identify a need and the actions to address that issue, managing the changes needed
Explore and develop a better understanding of leadership skills and behaviours	Develop and improve leadership skills and behaviours
Be supported in the processes involved in leading an improvement project in their own school	Delivers an improvement project in their school, depending on the needs of the school and the expertise of the middle leader
Develop the ability to articulate the processes, challenges and successes and evaluate the impact of the project on children’s outcomes	Improve their ability to articulate the processes, challenges and successes and evaluate the impact of the project on children’s outcomes
Develop their understanding of the necessary skills in leading a team, including coaching conversations	Develop skills in managing and leading a team including coaching conversations
Build a network across other schools to gain insights and share ideas	Build a network across other schools to gain insights and share ideas



## What are the outcomes? Improved middle leadership in our schools:

- Leaders will be able to identify a need and plan an improvement project to address the issue, drawing on research (wider reading, shared improvement discussions across schools, research studies etc)
- Leaders understand the importance of and can use monitoring and evaluation, beyond perfunctory coverage of curriculum and presentation, using evaluations of pupils' performance to review the quality of teaching and to help them to ensure change is successful and sustainable
- Leaders are able to utilise the strengths within their teams, learned to delegate effectively and develop a collegiate approach leading to effective professional development and innovative curriculum planning
- Leaders are clearly aware of and able to articulate the impact of their improvement projects on pupil outcomes and can report to SLT / Governors / other stakeholders
- Schools have built capacity to bring about further improvement in the pursuit of excellence



## Benefits of Pickwick's TLP

Professional Leadership development opportunity for two members of staff to support succession planning in school and includes:

- 4 twilight training sessions for middle and emerging leaders
- Opportunity for schools to develop an area of whole school improvement, already identified on their development plan, using expertise and coaching along the way

## Programme Details

Existing and emerging middle leaders will attend the series of 4 virtual twilight training sessions. Each session will run 15.45 - 17.15 via Zoom <https://us02web.zoom.us/j/84291262341?pwd=QzgxbVZuYXpDakd6dks5Qyt6SEtRQT09>.

<b>Session 1</b>	Thursday 10 <sup>th</sup> October 2024 15.45 – 17.15	Leadership and Change: leaders come to the session with an aspect of school improvement that they will be working on over the course of the next 4 terms, either in their own school or in another school.
<b>Session 2</b>	Tuesday 5 <sup>th</sup> November 2024 15.45 – 17.15	Leadership and People: come with action plan to address aspect of school improvement, including details of the team that are involved in the change.
<b>Session 3</b>	Wednesday 8 <sup>th</sup> January 2025 15.45 – 17.15	Leadership and Impact: come ready to share progress so far (challenges, barriers, successes, communication required).
<b>Session 4</b>	Thursday 5 <sup>th</sup> June 2025 15.45 – 17.15	Leadership and Accountability (presentations): other heads / leaders are welcome to come to this session to hear about the improvement projects in schools.

**Cost - Pair of leaders to attend Targeted Leadership Programme (TLP) twilight sessions - £300 per school**

To book please email [booking@pickwickacademytrust.co.uk](mailto:booking@pickwickacademytrust.co.uk)  
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