

NATIONAL MIDDLE LEADERS DEVELOPMENT PROGRAMME



This one year development programme is a professional learning opportunity for middle leaders across Wales. It is a national programme delivered by local consortia and is endorsed by the National Academy of Educational Leadership with opportunity for accreditation in partnership with UWTSD and Bangor universities.

Audience

This programme will be available to all middle leaders across Wales who have areas of responsibility and/or line management of staff.

Purpose

The programme promotes highly effective leadership through self-evaluation and reflection, exploring the relationships between leadership, successful schools and the wider community.

As part of the professional learning continuum participants will through this programme:

- develop understanding of the role
- further develop their understanding of the national reform agenda
- develop their practice within the formal leadership standards
- prepare for effective engagement with bespoke elements of specialized knowledge and skills; AOLEs, ALN, Welsh, Faith schools, small schools etc.

Delivery method

This programme is part of an ongoing and sequential development process that matches the professional learning pathway and will build upon the skills and knowledge of an individual's prior professional learning. There are core modules (5 days equivalent) that allow the participant to develop the knowledge, skills and understanding to become an effective school leader along with subsequent opportunity to engage effectively with bespoke/specialised modules directly related to their areas of responsibility.

The delivery of the middle leader programme for 2022/2023 includes mentoring, peer support networks and an individual leadership standards self-review.

All activities undertaken as part of this programme will be delivered in Welsh, English or bilingually.

Access to the programme is through a national application process and will be delivered by the regional consortia and their partners which includes Local Authorities and Higher Education.

This development programme will consist of:

- **Module 1**
What is effective Middle Leadership in the current context? – to include standards, National Mission, Schools as Learning Organisations.
- **Module 2**
Leading Pedagogy, delivering effective teaching and learning – to include effective monitoring practices and analysis of monitoring outcomes. Accountability, roles and responsibilities of self and others.
- **Module 3**
Management; strategies, structures and systems. To include planning for improvement and management of resources both financial and human.
- **Module 4**
Achieving more through effective collaboration. To include wellbeing and effective engagement of and working with all stakeholders and external agencies.
- **Module 5**
Evaluation and Impact. Participants present to peer group of how they have developed as a leader and how their actions demonstrate impact on standards.

In addition, each participant will undertake a leadership experience task utilising the most recent research findings in developing their leadership skills

Each participant will also be assigned a school-based mentor who will support the participants to:

- Develop further understanding of the expectation and challenge of a middle leader's role
- Improve self-awareness and develop personal reflection skills and habits
- Improve their ability to handle complex issues and relationships
- Improve their ability to lead through influence and engagement.

In addition, there will also be peer network sessions that will lead to sharing of ideas, peer support and collective problem solving, providing the opportunity to learn from others.

The programme seeks to maximise e-learning opportunities and technology through all learning, research and instructional content being made available digitally. This will be the primary method of collecting and exchanging knowledge and learning.

Application

In order to apply to take part in the programme the individual should

1. Undertake an individual leadership standards self-review
2. Discuss their suitability with their headteacher or line manager as appropriate
3. Submit a completed application form by Friday 28th October using the link below

<https://forms.office.com/r/VmpCPZtMxi>

Should you wish to discuss any aspect of the above please contact your regional co-ordinator as detailed below.

Region	Co-ordinator	Contact
Partneriaeth	Janet Waldron	Waldronj11@hwbcymru.net

Applicants will be notified of the outcome by Friday 11th November.



Academi Genedlaethol ar gyfer
Arweinyddiaeth Addysgol Cymru
National Academy for
Educational Leadership Wales