



Centre for the Use of Research and
Evidence In Education

Dear Colleague,

What is this about?

This email is being distributed via a number of different routes so my apologies if you receive it several times. Richard Gill, West Midlands Member of the Teaching Schools Council, has been successful in securing some funding to create a number of leadership development programmes for the region. A key part of the specification is that the programmes will be designed collaboratively with the professionals they are aimed at supporting. **The purpose of this email is to ask for your help in this process.** You can do that in two ways:

- a) **Complete one or more of the surveys (see below) and;**
- b) **Copy this email to colleagues who you think would be willing to complete the survey(s) and whose views would be relevant**

What are these programmes?

There are four programmes in total but this email concerns three of them aimed at:

- a) **Executive Heads** – who have many titles but are leaders responsible for two or more schools or communities of pupils (e.g. in multi-academy trusts or federations)
- b) **Unprepared Heads** – leaders (usually Deputies) who have taken over the leadership of a school at short or no notice
- c) **Middle System Leaders** – departmental/phase/subject leaders supporting colleagues in other schools. These include specialist leaders of education (SLEs) but other leaders do similar work without the 'badging'

What are you asked to do?

Each of these programmes is being designed collaboratively with the intended participants in two stages. The first stage is an online survey in preparation for a specification and design workshop to help us specify and construct the programmes. So firstly we would like you to complete any or all of the online surveys. Second, we would like you to pass this email to other people who are likely to be interested in one or more of the programmes asking them to complete the survey(s) too.

The surveys are accessed via the following links:

- **Executive Heads** - <https://www.surveymonkey.co.uk/r/ExecHeadSurvey>
- **Unprepared Heads** - <https://www.surveymonkey.co.uk/r/UnprepHeads>
- **Middle System Leaders** - <https://www.surveymonkey.co.uk/r/MidSysLeaders>

The survey asks respondents to say if they are willing and interested in participating in one of the design workshops. The dates for these are:

- **Executive Heads** - Tuesday 6th December from 9.30 - 12.30
- **Unprepared Heads** - Thursday 24th November from 9.30 - 12.30
- **Middle System Leaders** – Tuesday 15th November from 9.30 - 12.30

All the design workshops will be hosted in the teaching school training facilities at Manor Primary Teaching School, Wolverhampton WV14 9UQ

Want to know more about these programmes?

A consultation organised by the Teaching Schools Council West Midlands (TSC/WM) Strategy Board revealed concerns across the region about the support for three groups of leaders, executive heads, deputies (and some other leaders) abruptly propelled into school leadership, and middle leaders acting as system leaders supporting other schools. TSC/WM decided to submit a bid to the National College's Targeted Support Fund to develop and pilot development programmes in all three areas (and one other focussed on NQT retention). This bid was successful.

The programmes will all be different, and the detail of the design will be established at the design workshops but we expect them to have common features and design principles:

- Recognition of the substantial but variable experience of the participants
- Matching content and process to participants' needs (issues faced in these roles)
- Consistency of content and process with the authoritative evidence of effective practice in professional and leadership development
- Extensive use of peer support/coaching to recognise that the participants are contributors not just passive recipients
- An engaging, motivating and challenging process – generating outputs which support both self and programme evaluation

Want to offer further help?

The region has done very well in winning support for its bid – this was not true across the country. It's important that we do as well in designing and running the programmes themselves. You can help a lot by filling in the survey(s) yourself and making it known to others. You might help in other ways too. For instance:

- The programmes will be run locally and need contributors and facilitators. We expect much of that to be provided by teaching schools in the region. If you are one of those and are interested in being involved, let me know
- These programmes won't be 'courses' and we expect the design to include opportunities to see and hear about relevant good and interesting practice in schools in the region. If you are an Executive Head, an Acting Head (and Deputy) or SLE who would be willing to talk to programme participants or host a visit to your school, get in touch

Who are we?

This email is from Paul Crisp of CUREE and previously a Teaching and Leadership Adviser in the West Midlands. I am working with Kelvin Peel, also previously a TLA and now West Midlands Teaching Schools

Co-ordinator supporting Richard Gill the Teaching Schools Council member for the region. Kelvin and I will be acting as project co-ordinators.

Do get in touch if you have any further queries.

Regards,

Paul

Paul Crisp MA FRSA

Managing Director



Centre for the Use of Research and Evidence in Education

T: +44 (024) 7652 4036

paul.crisp@curee.co.uk

National Leader of Governance



National College for
Teaching & Leadership



8th Floor

Eaton House

Eaton Road

Coventry CV1 2FJ, UK

CUREE Ltd Company registered in
England no: 4936927