



Upton-by-Chester High School

Leadership Development (Middle Leaders) – Learning to shape the future

Newly of Recently Appointed Middle Leadership Support Programme.

At **Upton-by-Chester High School** our motto is 'Learning to shape the future'. This applies equally to all members of our school community and staff are no exception to this. We appreciate the importance of supporting and challenging teachers new to a middle leadership role. This includes Heads of Department, Heads of Year, SENCo, Assistant Heads of Department and staff who are appointed to professional development roles.

The programme focusses on the elements of successful learning and teaching, curriculum design and leadership of a team. The programme will be designed with the Headteacher or a member of the leadership team in order to ensure it offers a bespoke programme to support both induction (where a member of staff is new to the school) and development of leadership skills focussing on the starting points for each individual.

Learning to shape the future (Professional Learning Programme) Middle Leadership.

- Coaching from a member of the Senior Leadership Team. This will be a different member of the team to the support and challenge member of SLT who you will work with as part of the line management structure.
- Peer support from an experienced and successful middle leader in the school.
- Developmental lesson observations.
- The opportunity to network with another experienced Middle Leader in another school.
- Training on leadership focussed on the areas identified in a needs audit.
- Access to external professional learning to support ongoing professional development.
- Support to observe lessons across the school.

Examples of the professional development are shown below. These may be delivered by staff in the school and / or external qualified speakers. Experienced middle leaders may join the sessions to support / refresh their own thinking / development.

Session Number	Overview of session (These will be tailored to the individual needs of staff
1	Vision, Values and the moral purpose of Middle Leadership at Upton-by-Chester High School. - This session will be delivered by the HT to all Middle Leaders / Leaders who join the school as part of their induction programme.
2	Leading and managing innovation and change.
3	Data analysis for performance and progress.
4	Evidence based teaching and learning at Upton-by-Chester High School.
5	Leading Strategic Improvement - A case study from an existing leader in the school. How strategic leadership is effectively planned and delivered.



6	Developing your own leadership approach. How do you develop as a leader. How to you make your leadership attributed work in the context in which you are working.
7	Support and challenge – How do you hold yourself and others to account. What does this look like? How do you get the balance right?

This programme will be delivered in a bespoke manner to suit the candidates who are accessing the course.

From 2022 the school will also support new leaders in the school to engage in the National Professional Qualification for Early Leaders.

Outline of Support

	Autumn Term	Spring Term	Summer Term
PLP Middle Leaders / Leaders – Year 1	Induction programme (First half term)	Leadership Training Session (x2)	Leadership Training Session (x2)
	Leadership Training Session (x2)	Professional Studies Programme	Professional Studies Programme
	Leadership Audit and agreed deliver of leadership modules.	Regular meeting with mentor Head of Department.	Regular meeting with mentor Head of Department.
	Professional Studies Programme	School Visit to another school to meet with HoD.	School Visit to another school to meet with HoD.
	Regular meeting with mentor Head of Department.	Termly lesson coaching sessions.	Termly lesson coaching sessions.
	School Visit to another school to meet with HoD.		
	Half termly lesson coaching sessions.		

Following the end of Year 1 next steps will be agreed to support ongoing leadership development.