

Leadership Commission- draft plan Key theme for 2017: Development of a talent management strategy to improve recruitment and retention in Ealing. Desired outcomes: In borough recruitment to promoted posts increases. Schools find it easier to attract and retain staff. Funding available to support the commission: £30,000			
Strand	Target group	Lead	Desired outcome/output
HT conference	Headteachers	WLTA	Talent management strategy focus TBC examples of possible themes to be explored: How to map talent Provision of opportunities for development into next role: NQT to executive headship Succession planning Career plans for all Reducing need for recruitment/supply agencies
DHT/AHT conference	Deputy Heads and Assistant Heads	EPTSA NC	Career deputies and aspiring headteachers are well connected, well informed and keen to develop others
New HT induction	New to headship	WLTA	Every new headteacher has access to an experienced headteacher professional partner and training based on audit of need.
NPQH	Aspiring Heads	Local provider	Increasing numbers of applicants for local headships
Residencies	Aspiring Heads	EPTSA	Confident deputies with clear career progression routes Career deputies keen and refreshed
Online platform DHT	DH and AHT	EPTSA/CI are Rees	Better induction/support in role Clear signposting to leadership resources

		and Neil Crosbie	
Enhancing leadership to secure good	Schools looking to strengthen senior and middle leadership	JC / HC and host schools	Leadership secures good achievement for pupils in all phases
Good to Outstanding programme	Securely good schools on the cusp of outstanding	JC/NC/R P/GW	Leadership secures outstanding achievement for pupils in all phases
Sustaining outstanding	Outstanding schools with low risks	Partnership of schools	The group is self sustaining and provides peer challenge. Increase in number of OS schools
Research and Development: Lesson study	??	EPTSA/IOE	
NPQSL/ML		TSA's and Fielding	
SLE development		EPTSA WLTA	Recruitment criteria agreed and applied. Workforce deployed productively as evidenced through QA
Middle leadership peer review		EPTSA/NC	Peer reviews viewed as a constructive school improvement tool Commissions increase EPISA will develop this if a small startup allocation can be made
Stepping stones ML preparation		EPISA/Gifford	