

Leadership Commission Plan

Key theme for 2018

System leadership and succession planning to support ELP

Funding available to support the commission: £20,000 plus cluster / LC leader allocation £50,000

Strand	Target group	Lead	Costs	Income	2017 Funding allocation £30,000	2018 proposed allocation £70,000	Notes
ELP							
Sustaining outstanding network Developing system leadership	Outstanding/ good schools with low risks	Partnership of schools with nominated lead	Participants' time				<ul style="list-style-type: none"> The group is self-sustaining and provides peer challenge. Purpose: Increase in number of OS schools and promote school to school support Senior leaders willing and able to support vulnerable schools/ leadership teams. NLEs LLEs – AR to check how/who designated
ELP cluster Leadership	Clusters will comprise approx. 12 schools divided into triads for peer reviews (PR). PR based on intelligent use of data and address ELP agreed priority areas	5 Cluster leads serving or recent HTs	Costs to cover 8 meetings per year; reading and collating of information and admin £6000 per cluster	5 clusters ELP Learning & Achievement Commission		£30,000	<ul style="list-style-type: none"> Organisation of collaborative learning; peer review; and planning for CPD based on needs of cluster schools and supported by cluster data sets. QA ELP Quality and Partnership Lead See ELP Paper 19 Feb 2018 to headteachers RR / talent strand ?
ELP Learning Communities	Groups of schools wanting to make accelerated improvements in the following key areas including: <ul style="list-style-type: none"> Reading and vocabulary development Pupil groups and pupil premium SEND Learning strategies 	Schools invited to lead /facilitate	Each lead school receives £5000 towards costs	4 LCs ELP Learning & Achievement Commission		£20,000	<ul style="list-style-type: none"> 4 x lead schools host 6 sessions over the year for delegates combining research, evidence and practice. Delegates commit to action tasks between sessions and dissemination of learning through DH and other networks. QA by ELP Quality and Partnership Lead. RR / talent strand?

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WLTA							
HT conference	Headteachers	WLTA		Charge to delegates	£11,000	£6,000	<ul style="list-style-type: none"> Dissemination of innovation linked to ELP aims/priorities; links to national/international developments to inspire and motivate leaders. QA through ELP Quality and Partnership Lead. AR to proceed with planning 2018- reduced funding to be managed AR to send cost breakdown of 2017 conference (received)
New HT induction	New to headship	WLTA		Charge to delegates	£6000	£5,000	<ul style="list-style-type: none"> Every new headteacher has access to an experienced headteacher professional partner and training based on audit of need. QA through ELP Quality and Partnership Lead. AR to clarify process for paying mentors and forward report of mentor engagement with mentees AR to send dates for further HT meetings- surgery style: HR, finance, governors Date for induction of new Hts September 2018 GW to initiate process to gather feedback on Handbook
SLE development		EPTSA WLTA	Training and Development Selection QA	SLE day rate £350			<ul style="list-style-type: none"> Recruitment criteria agreed and applied by TSAs Workforce deployed productively as evidenced through TSA QA processes

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EPTSA							
SLE development		EPTSA WL TSA	Training and Development Selection QA	SLE day rate £350			<ul style="list-style-type: none"> Recruitment criteria agreed and applied. Workforce deployed productively as evidenced through QA. Presentation skills of SLEs to be addressed
DHT/AHT conference and development programme	Deputy Heads and Assistant Heads	EPTSA		Charge to delegates	£8,000	£7,000	<ul style="list-style-type: none"> Career deputies and aspiring headteachers are well connected, well informed and keen to develop others. New DHT mentor programme and network meetings. Quadrant/cluster briefings. Google hang out. QA by ELP Q&P Lead. Clare Rees to meet with MH to tie down detail of the programme: mentors/ support/coaching
Stepping stones ML Preparation		EPTSA	Planning / delivery Venue/admin £4950	Charge to delegates £4400 x 15 participants	£2000	£2000 £1000 from OS schools	<ul style="list-style-type: none"> Outcomes TBC QA by ELP Q&P Lead.
Middle leadership peer review/ SEND peer review		EPTSA	Training and development selection QA	SLE half day £150	£3000		Desired outcome: Peer reviews viewed as a constructive school improvement tool Commissions increase.
NATIONAL LEADERSHIP DEVELOPMENT PROGRAMMES							
NPQH	Aspiring Heads			Charge to delegates			<ul style="list-style-type: none"> Desired outcome: Increasing numbers of applicants for local headships. Link to DHT programme and talent management Wider OOB group and partnership with IOE
NPQS L/ML		TSAs		Charge to delegates			Desired outcome: to develop senior and middle leaders and improve retention in Ealing.

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ATHENE							
Enhancing Leadership Programme	Securing Good schools looking to strengthen senior and middle leadership and /or embed new SLT	Athene		Charge per school £1650.00 (TBC)			<ul style="list-style-type: none"> • Leadership secures good outcomes for pupils in all phases. • QA by ELP Q&P Lead.
Good to Outstanding Programme	Securely good schools on the cusp of outstanding	Athene		Charge per school £1650.00 (TBC)			<ul style="list-style-type: none"> • Leadership secures outstanding achievement for pupils in all phases. • QA by ELP Q&P Lead.
					£40,000	£70,000	