

Programme Specification

Links with NCSL core goals

- to develop excellent school leadership to transform children's achievement and well-being.
- to identify and grow tomorrow's leaders.
- to develop leadership both within and beyond the school

Main areas of identified need or challenge

- motivate staff to consider school leadership
- develop leadership capacity
- grow new leaders
- improve the skills set of existing senior leaders to develop as future school leaders
- strengthen the understanding and application of effective leadership
- strengthen the understanding and application of effective leadership which is context-specific

Aims

- provide opportunities for individual leadership development that will increase the likelihood of both personal improvement and career advancement
- develop existing work and create new approaches specifically focused on implementing professional coaching partnerships to create and enhance personalised intern leadership development placements

Scale

Up to 15 potential leaders paired with 15 deputy or assistant heads working in pairs

Activities

- launch conference for all participants and hosts
- five day internship for potential leaders within the host school
- evaluation event

Funding

The National College and Advisory Service Kent will fund the cost of the launch and evaluation events. To support the costs of engagement in the initiative, there is a bursary of £1,000 to each participant school and a bursary of £400 to each host school.

Protocols of engagement

- all applicants must have a demonstrable interest and desire for developing and improving their leadership capacity
- all applicants must demonstrate commitment through full attendance, participation in and completion of all aspects of the internship programme
- all participants or their schools will fund any extra expenses, such as travel costs
- all participants must be prepared to complete questionnaires and undertake interviews as requested as part of the evaluation process
- all participants must be willing to share their leadership learning at an individual, school and local level as required
- all participants must commit to completion of internship programme

For further information please contact Kelly Matthews by email, Kelly.matthews@kent.gov.uk or by telephone, 07917 224240.