

Leadership Pathways: Core elements

1. Orientation

The purpose of this online orientation unit is to provide key information about Leadership Pathways – an overview of the structure, opportunities and benefits.

At this stage of the programme coaches need to:

- attend the coach workshop
- view the orientation unit (with the participant would be helpful.)

2. Routemap

This is the programme's diagnostic tool which is completed online and reviewed at core day 1. All participants and their chosen raters complete this to inform their choice of pathway. The output of the Routemap is a feedback report which suggests a path through the programme, including online units and skills workshops.

Coaches need to:

- meet the participants for Coach session 1: 'Getting started' to establish the coaching relationship
- emphasise to participants the importance of selecting raters, taking care in completing the Routemap and taking a printout of the report to 'Taking first steps' – core day 1
- email agreed record of coaching session

3. Taking first steps: core day 1

This day focuses on effective self-directed learning and how the participant can best use the different elements of the programme to suit their leadership development needs. Participants also have the opportunity to consider how they can maximise the potential of their coaching.

Coaches need to:

- meet with the participant following 'Taking first steps' for Coach session 2 'Building a pathway' using the planning tool in this Directory to facilitate the process.
- agree the following short term goals with the participant:
 - to undertake at least one skills workshop;
 - to undertake two online units prior to 'Engaging with change' - core day 2.
- liaise with the leadership mentor re participant progress - ongoing

4. Making the difference: online unit

This is mandatory online unit guides participants in planning the leadership change to implement in school. It builds on priorities identified as participants have progressed through the online units and enables them to consider how their proposed leadership change affects:

- their development as a leader
- the team and whole-school agenda
- outcomes for children and young people

Coaches need to:

- meet with the participant for Coach session 3: 'Sustaining momentum' to help the participant identify a possible focus for their leadership change in school



5. Engaging with change: core day 2

The focus on this day is enabling participants to apply their learning to a leadership change context in school. There is an opportunity to develop thinking, look at how to gather data to evaluate impact and how to engage key people to support the change. Learning from online units and a further skills workshop will be applied.

Coaches need to:

- meet with the participant for Coach session 4 'Supporting the planning process' following the day. Offer support and challenge in the leadership change planning process.

6. Making the difference: school-based leadership change

Participants will be planning, implementing and reviewing their school-based leadership change. This should be a cross-school change project in which they can apply learning from the online units and skills workshops. It should impact on:

- themselves as a leader
 - the team and whole-school agenda
 - outcomes for children and young people
- Coaches need to:
- meet with the participant for Coach session 5 'Supporting change'. Offer support and challenge in the leadership change implementation.

7. Revisit Routemap

This second feedback report will enable participants to review their leadership changes as a result of learning on the programme.

Coaches need to:

- meet with the participant for Coach session 6 'Embedding change'. Consider future leadership learning aspirations.

8. Sharing leadership learning: core day 3

This is the final core day – in which participants will share key features of their leadership changes, the impact of these in school and what they have learned as a leader.

Coaches need to:


- attend the afternoon of 'Sharing leadership learning'
- contribute to the participant's impact statement
- be prepared to help facilitate a small group of participants sharing their leadership learning from the programme

9. Programme completion

Participants will need to produce evidence of engagement in all required aspects of the programme.

Coaches need to:

- verify the school based impact of the leadership learning
- email any outstanding session records to the leadership mentor

 This indicates an approximate four month time period during which participants need to:

- undertake two online units
- undertake one skills workshop
- engage in the online community