

Primary Leadership Talent Pool Summary of training and development opportunities

Members of the Primary Talent Pool will access:

- specific training around leadership issues (as identified through needs analysis)
- practical activities giving insight into the recruitment and appointment process, including interview practice
- coaching and networking opportunities
- access to cross regional leadership events and programmes
- early notification of appropriate training and other development opportunities
- bespoke advice on career development within the LA

In addition:

- a **FULLY FUNDED** three day inquiry-based internship in one of Norfolk's 'Lead Succession Schools'



Interns from the Norfolk leadership Talent Pool report that the experience is motivational and for some transformational:

'Internship has been invaluable, allowing collaborative partnerships to be formed across the county.'

'This has given me the confidence to go on and become a head.'

'The funding benefits have been essential in making it a success.'

'I got a lot out of the action-based research and the professional backing has helped me kick-start practice back at school.'

One LSS host Headteacher states:

'I just wanted to write to say how valuable we as a school found having Mrs. X from Y school as our intern, two weeks ago. It was a great opportunity for us as a school to reflect on our journey since opening in 2007, and to have someone external to the school come and look at how we work with "fresh eyes". I can only recommend the Internship Programme to other schools what a fantastic and rewarding opportunity it has been. Thank you for allowing us to take part.'