

NORFOLK LEADERSHIP TALENT POOL

SNAPSHOT OVERVIEW

Application

- MI sheet to all primary and special phase schools
- Discussion between aspirant leader and Headteacher to confirm candidacy
- Candidate completes self-evaluation
- Candidate/Headteacher meeting to test evidence against selection criteria (including outcomes of SE)
- Where appropriate Headteacher nominates candidate to LA using evidence form
- LA applies 'over subscription' criteria in the event that more applications are made than places available. (Includes interview if necessary)

Pre-activity

- Complete 360 leadership evaluation (8 360 evaluations from colleagues)

TP1 – Induction (half-day)

- What the TP is and is not
- Needs analysis

TP2 – Developing a personalised leadership plan (twilight)

- Group feedback from needs analysis and self evaluation
- Making the most of local, regional and national opportunities
- Internal role development
- Writing the plan (to be completed at home and submitted electronically)
- Performance management

TP3 – Action-based research (twilight)

- Methodology
- Context
- Expectation

TP4 – Internship (twilight A)

- Internship research outline and protocols
- Compelling case study
- Building the proposition (personal planning time and peer coaching)

TP5 – Internship (twilight B)

- Speed dating – brokering the focus and activities with Lead succession Schools

TP – Three day INTERNSHIP (spring term)

TP6 – Collaborative working on interview process (half day)

- Career planning
- Understanding the recruitment market
- Getting the job: interview questions and answers & presentations

TP7/8/9/10/11 – Group learning (mix of half days and twilights)

Various activities based on common needs of the group. In the past sessions have included:

- Data analysis
- Financial Management
- Leading Change Teams
- School Leadership and Critical Incidents
- The Power and Effect of Contracts of Employment
- People Skills
- Legal Matters
- Working with Governors
- Leading a Church School
- Leading a School Successfully through Inspection
- Media and Communications
- Identify and Grow Your Own Leaders
- Collaborative Models of Leadership
- Shaping the future

TP12 – The final frontier – (half day)

- Review of leadership development plans
- Evaluating impact
- Tracking career progression
- Contextualised leadership – the bigger picture
- What next? (including presentation by a TP graduate)
- Presentation of certificates

TP – Bespoke career advice (as requested both during and after TP membership)

SUPPLEMENTED BY 'FREE' ACCESS TO REGIONAL ACTIVITIES WHICH MAY INCLUDE:

- One day career planning event
- One day inspiring leadership conference
- One day conference for Acting/interim heads
- Cross-regional networking opportunities