

NORFOLK PRIMARY LEADERSHIP TALENT POOL EVALUATION – JUNE 2013

The Primary Leadership Talent Pool has had significant impact upon career progression:

Talent pool cohort 1 – 2009/10 (Post NPQH Targeted support group, totalling 18 participants)

- % responding to the survey = **100% (18)**
- % assuming greater responsibility = **100% (18)**
- % gaining next stage promotion = **94% (17)**
- % progressing from middle to senior leadership position = **8% (1)**
- % progressing to headship = **89% (16)**
- % of heads subsequently inspected = **81% (13/16)**
- % of heads achieving a better inspection outcome = **15% (2)**
- % of heads matching the previous inspection outcome = **54% (7)**
- % of heads achieving a worse inspection outcome = **15% (2)**
- % of heads inspected at schools with no previous grade = **15% (2)**

Talent Pool Cohort 2 – 2010/11: (Pre and Post NPQH, totalling 30 participants)

- % responding to the survey = **97% (29)**
- % assuming greater responsibility = **93% (27)**
- % applying for next stage promotion = **17% (5)**
- % gaining next stage promotion = **72% (21)**
- % progressing from middle to senior leadership position = **34% (10)**
- % gaining NPQH = **55% (16)**
- % applying for headship = **0% (0)**
- % studying for NPQH with graduation pending = **0% (0)**
- % applying for next NPQH intake (July 13) = **3% (1)**
- % planning to apply for NPQH within 3 years = **7% (2)**
- % progressing to headship = **38% (11)**
- % of heads subsequently inspected = **55% (6/11)**
- % of heads achieving a better inspection outcome = **0% (0)**
- % of heads matching the previous inspection outcome = **83% (5)**
- % of heads achieving a worse inspection outcome = **17% (1)**
- % of heads inspected at schools with no previous grade = **0% (0)**

Talent Pool Cohort 3 – 2011/12: (Pre and post NPQH, totalling 24 participants)

- % responding to the survey = **100% (24)**
- % assuming greater responsibility = **79% (19)**
- % applying for next stage promotion = **17% (4)**
- % gaining next stage promotion = **63% (15)**
- % progressing from middle to senior leadership position = **42% (10)**
- % gaining NPQH = **33% (8)**
- % applying for headship = **8% (2)**
- % studying for NPQH with graduation pending = **4% (1)**
- % applying for next NPQH intake (July 13) = **4% (1)**
- % planning to apply for NPQH within 3 years = **17% (4)**
- % progressing to headship = **21% (5)**
- % of heads subsequently inspected = **20% (1/5)**
- % of heads achieving a better inspection outcome = **0% (0)**

- % of heads matching the previous inspection outcome = **100% (1)**
- % of heads achieving a worse inspection outcome = **0% (0)**
- % of heads inspected at schools with no previous grade = **0% (0)**

Talent Pool Cohort 4 – 2012/13: (Pre and post NPQH, totalling 31 participants)

- % responding to the survey = **87% (27)**
- % assuming greater responsibility = **89% (24)**
- % applying for next stage promotion = **37% (10)**
- % gaining next stage promotion = **78% (21)**
- % progressing from middle to senior leadership position = **59% (16)**
- % gaining NPQH = **4% (1)**
- % applying for headship = **0% (0)**
- % studying for NPQH with graduation pending = **15% (4)**
- % applying for next NPQH intake (July 13) = **19% (5)**
- % planning to apply for NPQH within 3 years = **33% (9)**
- % progressing to headship = **19% (5)**
- % of heads subsequently inspected = **0% (0)**
- % of heads achieving a better inspection outcome = **0% (0)**
- % of heads matching the previous inspection outcome = **0% (0)**
- % of heads achieving a worse inspection outcome = **0% (0)**
- % of heads inspected at schools with no previous grade = **0% (0)**

Total proportions across all cohorts (Total of 103 participants):

- % gaining next stage promotion = **76% (74) * A rise of 22% since 2012**
- % progressing from middle to senior leadership position = **38% (37) * A rise of 10% since 2012**
- % progressing to headship = **36% (37) * A rise of 13% since 2012**
- % of heads subsequently inspected = **54% (20/37)**
- % of heads achieving a better inspection outcome = **10% (2)**
- % of heads matching the previous inspection outcome = **65% (13)**
- % of heads achieving a worse inspection outcome = **15% (3)**
- % of heads inspected at schools with no previous grade = **10% (2)**

Ofsted grading	Schools led by HT graduates of Norfolk Primary Talent Pool (outcomes to July 2013)	All Norfolk Primary Schools (outcomes to July 2013)	National Primary Schools (outcomes to March 2013)
% of outstanding inspection outcomes	5% (1)	10% (37)	19%
% of good inspection outcomes	60% (12)	52% (191)	60%
% of good or better inspection outcomes	65% (13)	63% (228)	79%
% of inspection outcomes requiring improvement	35% (7)	32% (119)	19%
% of inadequate inspection outcomes	0% (0)	4% (15)	3%

NOTES:

() denotes equivalent number of participants

All data reflects career changes since joining the Talent Pool

All data is calculated on % of returns rather than total number in the cohort

Straight from the horse's mouth - what the Talent Pool graduates of 2013 say:



'The Talent Pool was, undoubtedly, one of the best experiences I have had in my rich, thirty year long career! It is the place to be for everyone who has leadership aspiration. The leaders are great motivators.'

'Without even being aware of what is happening you will emerge from the Talent Pool a more knowledgeable, self-aware and confident person, ready to take on the next challenge in your career.'

'I found the Talent Pool to be an incredibly rewarding experience. It helped me to visualise my future. I felt so empowered that I started to look for promotion and have subsequently been appointed to my first headship.'

'The Talent Pool was perfect for me. Very quickly I knew that the NPQH path was the right direction to follow.'

'Before joining the Talent Pool I was unsure whether I wanted to take on further responsibilities such as Deputy headship. Since starting the programme I applied and became a deputy and am enjoying it enormously. I'm not sure I would have done this without the support and encouragement of the Talent Pool team and my colleagues.'

'It has been a privilege to be a member of the Talent Pool which has confirmed, supported and extended my ability to lead.'

'The Talent Pool is a flexible, supportive process which allows for in depth exploration of all facets of leadership.'

'It is a great way to assess your individual needs and address these through professional development.'

'You will engage in conversations which really encourage deeper thinking about vision and aspiration. It is very rare that we, as professionals, actually find out what we are really good at and how it marries with what we want for our futures.'

'You will be supported through your journey and encouraged to reflect on yourself as a leader and your values and vision.'

'It is well paced and covers a wide range of leadership aspects. You are able to personalise your development.'

'The advisers and session leaders have challenged my thinking and led me to strengthen my educational principles.'

'They always make you reflect on your own and your school's practice by asking searching questions rather than necessarily providing clear cut answers.'

'It is an invaluable means of developing a network of support from like-minded colleagues, thereby feeling more prepared for the challenges of leadership.'

'The people you meet and the sessions you attend will benefit you for a long time to come.'