

Additional Support for New Headteachers

Support Specification

AT A GLANCE

Period of Support: **12 months**

Support options

- ✓ 1:1 Coaching
- ✓ Group Coaching
- ✓ Learning networks
- ✓ Expert conversations

About

The Additional Support Offer is an unassessed DfE fully funded targeted package of support aimed at new headteachers who are in their first two years of headship.

The structured, support programme is based on the best available evidence about what makes an effective Headteacher. It is available for all new eligible headteachers regardless of phase or context. We have created a supportive programme that is personalised and flexible, practical and self-led.

The delivery of the programme is shaped by a Skills Audit and supported by a Leadership Coach to help participants decide which programme pathway and priority content areas will be most beneficial and have the biggest impact on participants' practice. The programme takes place over four terms.

Benefits for participants




This programme will support new school leaders to develop further, creating professionally aware and well-informed leaders who can approach challenges effectively and lead school teams cohesively.

- ✓ Flexible, blended learning to integrate into the working week
- ✓ Builds on the ten NPQH Content Areas and Headteacher Standards
- ✓ Personalised learning pathways tailored to participants' priorities
- ✓ Peer led learning networks
- ✓ 'Core business' insight from expert practitioners
- ✓ Leadership coaching
- ✓ Connecting with other new headteachers – opportunities to develop regional networks
- ✓ School leader powerful conversation
- ✓ 1:1 Impact review

Additional Support Offer Programme Structure



Induction

These 3 sessions are compulsory




Welcome briefing and allocation to peer learning set  1 hour	Skills Audit Define goals and create development learning pathway  1 hour	Leadership coach conversations 1:1  1 hour
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Additional Support Offer Menu

2 options are available

Option 1 Coaching pathway  7 hours <ul style="list-style-type: none">• Four 1:1 one hour leadership coaching sessions• Three one hour group targeted coaching sessions Access to: <ul style="list-style-type: none">• Peer led learning networks aligned to content area priorities• Recorded leadership 'core business' virtual insights lead by expert practitioners• Research materials practice pieces and podcasts	Option 2 Blended pathway  4 hours <ul style="list-style-type: none">• One 1:1 one hour leadership coaching session• Three one hour expert led network groups aligned to identified content areas Access to: <ul style="list-style-type: none">• One School leaders' powerful conversation aligned to content area priority• Three peer led learning sets focused on identified content area priorities• Research material, think pieces and podcasts
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Reflection and feedback

Peer learning network'  3 hours	Reflective journal or Leadership Development Record Review  3 hours	One to one impact review with leadership coach at the end of the programme (Compulsory)  1 hour
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Selecting a personal learning pathway

It is important that you select the pathway most suited to your needs and work schedule.



Option 1 Coaching Pathway

Designed for participants who want leadership coaching as the key element of the programme.



Option 2 Blended Pathway

Designed for participants who want a range of elements across the programme.

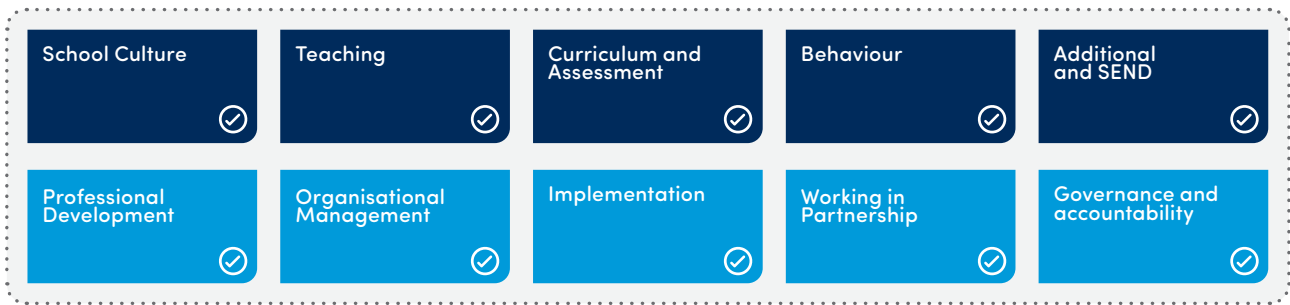
The table below shows these Options more clearly

Support	What does it consist of?	Option 1	Option 2
1. Leadership Coaching	Leadership coaching sessions aligned to priority content areas identified in the skills audit .	✓ Six 1:1 one hour sessions (Including Induction and Impact review)	✓ Three 1:1 one hour sessions (Including Induction and Impact review)
2. Leadership group coaching sessions	Aligned to priority content areas identified in the skills audit.	✓ Three one hour group sessions	✗
3. Peer led learning networks	Peer led network meetings to discuss context , research and resources aligned to priority content areas identified in the skills audit.	✓ Three one hour network sessions	✓ Three one hour network sessions
4. Expert led learning networks	Virtual expert led network groups aligned to priority content areas identified in the skills audit.	✗	✓ Three one hour network sessions
5. School leader 'core business recordings	Recorded school leader 'core business' insights led by expert practitioners.	✗	✓
6. School leader powerful conversation	A leadership conversation with an experienced headteacher focussed on priority content area.	✗	✓
7. Research and practice insights	Access via canvas to an online library of research material, practice pieces and podcasts aligned to priority content areas identified in the skills audit.	✓ Access to three priority content areas	✓ Access to three priority content areas



Core Content Areas

During the programme participants will focus on three of these core content areas.



Programme intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

This programme offer is remotely delivered through the online Canvas Virtual Learning Environment (VLE), webinars and Leadership Coaching calls will be conducted via Zoom or Microsoft Teams.

Programme Duration

Participants will self-manage their learning pathway with support from their leadership coach. Participants will complete the programme within a 12month or four term period.

Entry Requirements

The Additional Support Offer for New Headteachers is for serving headteachers who are in their first two years of headship who :

- are currently taking the existing NPQH
- have completed the reformed NPQH and are in their first two years of headship
- have completed a legacy NPQH regardless of when they finished it providing, they are within their first two years of headship.

It is available for all new eligible headteachers regardless of phase or context.

Cost

The DfE will fund all participants who meet the above entry requirements.



How to apply

Please apply through our website at outstandingleaders.org/aso

Contact us

+44 (0) 117 920 9200

tiq @ outstandingleaders.org
outstandingleaders.org i



Accredited NPQ provider



Department for Education