



Weaverham High School Leadership Programme

At Weaverham High School, we recognise that the role of a Middle Leader is one of the most powerful roles in our school for driving our commitment to high quality learning, high quality teaching and everyday excellence for all. The impact that strong Middle leaders has, not just on the learning experience of pupils, but also on the growth and development of their own team of teachers, is immense and profound. Therefore, we are proud to invest in our Middle Leaders, both Curriculum and Pastoral, and we provide a Leadership programme for all our newly appointed Middle leaders – providing them with the necessary tools, expertise and support to thrive in their role, nurture talent in their team and make an extensive contribution to the wider school community. We also recognise that many of our talented Middle Leaders will also begin to consider Senior Leadership roles and so we also incorporate an aspiring SLT element into our programme for those experienced Middle leaders who wish to consider their next steps.

Our Weaverham High School Leadership Programme includes;

- Coaching with a member of the SLT.
- Peer Coaching and support with 'Outstanding' Middle Leader.
- Developmental Lesson Observation.
- Networking Opportunities.
- Training on emotional leadership and leadership styles.
- Attendance at CPD Seminars delivered by experienced Headteachers, Deputies and Senior Leaders.
- Completion of a whole school project linked to the SIP/SEF and presentation to SLT and wider staff body.

An example of the types of sessions held as part of the WHS Leadership Programme.

CPD sessions – External Speakers.

Session	Session
1	WHS Leadership Programme: Inspiring the Inspirational. Newly promoted Middle Leaders and aspiring Senior Leaders.
2	What are the factors influencing the effectiveness of Middle Leaders?
3	Setting and Implementing a Vision.
4	Building relationships within a team.
5	The Key Ingredients of Leadership.
6	Communicating clearly and holding others to account.

Programme of Activities and Events.

Autumn Term	Spring Term	Summer Term
Launch Meeting. Assistant Headteacher – T+L and CPD.		
Leadership Link Meeting. Aut 1.	Leadership Link Meeting. Spr 1.	Leadership Link Meeting. Summer 1.
CPD Session 1.	CPD Session 3.	CPD Session 5.
Leadership Link Meeting. Aut 2.	Leadership Link Meeting. Spr 2.	Leadership Link Meeting. Summer 2.
CPD Session 2.	CPD Session 4.	CPD Session 6.
School Visit / Outstanding Middle leader partnership in other school.	Developmental Observation and Feedback.	Networking Opportunities.
	Networking Opportunities.	Further Developmental Observation and Feedback. (Optional)
Initial Meeting to discuss whole school project.	Presentation of ideas to peers and SLT.	Evaluation of whole school project and next steps.
		Completion and Conclusion – next steps.

As an active member of PIXL and the SSAT, Weaverham High School also takes full advantage of the national leadership programmes led by these organisations. A number of our teachers have the opportunity to join the SSAT Aspiring Leaders programme for those teachers who are in the early years of their careers but have distinguished themselves as potential leaders for the future and are keen to develop key leadership skills in a range of areas.