

Leadership Academy

Mulberry Schools Trust is committed to providing high quality leadership development opportunities for our staff. We are therefore pleased to launch our Leadership Academy: a range of leadership courses and bespoke coaching designed to ensure that all colleagues in the Trust have access to, and aim for, further development in their roles.

Inside is a summary of the programmes that will be on offer for 2019-2020. The application window will open in September 2019 and programmes will begin after the October half term break (unless stated otherwise).

Leadership Academy Course Programme

| Course Title | Brief Description | Programme Design | Eligibility criteria |
|--|---|---|---|
| Into Middle Leadership Programme | <p>The programme will provide teachers with a greater insight into:</p> <ul style="list-style-type: none"> the skills and mind-set required for middle leadership positions the roles and responsibilities for different middle leadership positions and the accountability that goes with it <p>As a result, participants will be better prepared for applications for positions of responsibility.</p> | <p>This is a sixth month programme and is delivered through a series of 6 workshops led by effective, practising middle leaders.</p> <p>Participants will undertake a small-scale raising standards project to apply the skills they have learnt.</p> | <p>Post-NQT main scale teachers interested in positions of responsibility.</p> |
| New to Middle Leadership Programme | <p>The purpose of the course is to enhance and build skills for:</p> <ul style="list-style-type: none"> raising standards and improving outcomes effectiveness in building positive relationships and teams leadership of others: being able to effectively challenge and develop others <p>As a result, participants will become more effective in their middle leadership role as will the people they lead and manage.</p> | <p>This programme is a one year programme:</p> <ul style="list-style-type: none"> Term 1 will be delivered through a series of eight seminars and workshops led by highly effective, practising senior leaders Term 2 will be delivered through a series of group coaching seminars Term 3 will take the form of bespoke support packages for participants | <p>Middle leaders who have been in post for 2 years or less.</p> |
| Women's Leadership Programme | <p>As part of MST's commitment to greater gender equality in education, this leadership programme is for women only.</p> <p>The programme will enable participants to develop:</p> <ul style="list-style-type: none"> the emotional resilience, skills and confidence to take on a new leadership challenge a deeper understanding of gender theory and research and how this influences their own and others' leadership greater confidence and clarity about their own authentic leadership identity a deeper understanding of unconscious bias in the workplace and recruitment processes and their role in combating this | <p>This programme has been co-created by Mulberry Schools Trust in partnership with UCL Institute of Education.</p> <p>The programme runs for 9 months and is delivered through a series of full or half day workshops.</p> | <p>Female middle leaders aspiring towards senior leadership at some point in the near future.</p> <p>This programme is open to teaching and support staff.</p> |
| BAME Aspiring Senior Leadership Programme | <p>As part of MST's commitment to improving equality and diversity in education, this leadership programme is for BAME colleagues only.</p> <p>A bespoke development plan is created for each participant that prioritises key training and "hands on" experience to support progression to the next level role.</p> | <p>This programme runs for two terms (Summer and Autumn terms 2020).</p> <p>A bespoke programme is designed which includes:</p> <ul style="list-style-type: none"> Senior leadership team shadowing opportunities Professional learning conversations with senior leaders External leadership coaching A challenge project (optional) | <p>BAME middle leaders aspiring towards senior leadership at some point in the near future.</p> |
| Into Senior Leadership Programme | <p>A bespoke development plan is created for each participant that prioritises key training and "hands on" experience to build confidence for colleagues new to senior leadership or to support progression to the next level role for more established senior leaders.</p> | <p>This programme runs for two terms (Spring and Summer 2020)</p> <p>A bespoke programme is designed which includes:</p> <ul style="list-style-type: none"> Senior leadership team shadowing opportunities Professional learning conversations with senior leaders External leadership coaching A challenge project (optional) | <p>Assistant Heads/Assistant Principals new to senior leadership or established Assistant Heads/Assistant Principals interested in progressing to Deputy Head/Deputy Principal roles.</p> |
| Into Headship Programme | <p>A coaching and shadowing bespoke programme tailored to the individuals involved.</p> | <p>The programme design will be personalised to the needs of the participants and will include a series of professional learning conversations with experienced Headteachers, Governors and Trustees.</p> | <p>Deputy Heads/ Deputy Principals who have been in post for 2 years or more.</p> |
| Leadership 'Think piece' discussion forum | <p>A series of stand-alone sessions that use emerging leadership theory and research to spark critical reflection on current leadership practices.</p> | <p>A discussion forum that will take place each half term. The content will be determined by the Trust's strategic priorities and the participant's interests.</p> | <p>Any middle or senior leader in the Trust.</p> |