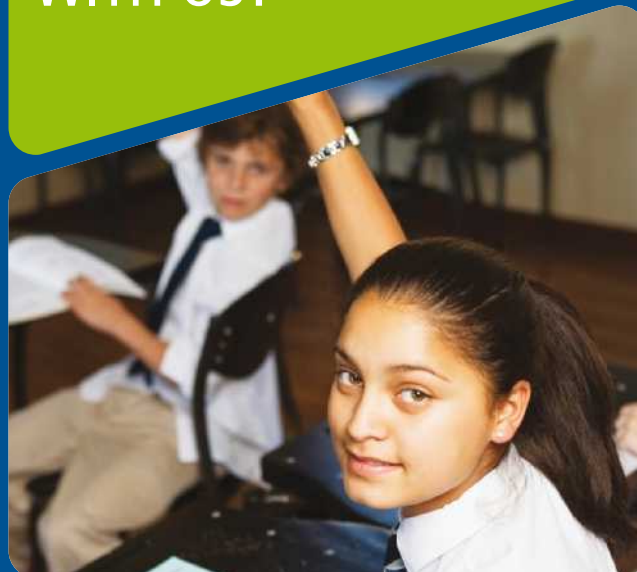




SCHOOL LEADERSHIP, MENTORING AND INDUCTION PROGRAMME

WHO WANTS TO WORK WITH US?



What we can offer:

Headteachers

- A unique local induction programme
- Access to Early Headship provision
- Local Mentor
- Access to Local and National Conferences
- Opportunities to develop as Consultant HT, School Improvement Partner, and participate in International Leadership programmes

Deputy Headteachers and Assistant Headteachers

- A unique local induction programme
- Local courses such as 'Thinking of Becoming a Headteacher'
- Network meetings and termly seminars
- Personalised support for the NCSL programme
- Succession Planning initiatives at a national and local level in association with NCSL and other West London LAs
- Access to national and local conferences

Middle Leaders

- Targeted local CPD including the course 'Thinking of Becoming a Deputy' and a range of programmes such as 'Leadership and Management in Principle and Practice' an MA Level course.
- A local collaboration for the NCSL 'Leading from the Middle' programme
- Networking opportunities
- Extensive AST and Leading Teacher Programmes

When a leader is appointed

- Immediate contact by an LA Adviser providing you with a key contact and open communication.
- Access to our Mentor Programme – Senior leaders are allocated an experienced and trained mentor for their first year to help them settle into their new role. Current leaders in our schools cite this as an extremely valuable part of their transition to a Hounslow school leader. At Headteacher level this will involve contact with a fellow Headteacher within a similar school. For Deputy Heads this can take place with support from another senior leader in another school or within school itself. Assistant Headteachers are provided support within their school community.
- Hounslow's Induction Programme – A personalised and LA structured process to introduce you to your role. We offer a comprehensive Induction Programme for all new staff to the Borough or new to the role of School Leadership. Our senior leader induction programmes are designed to welcome you to the Local Authority, meet key people and through a rolling programme of sessions, support you in your development for your first year as a Senior Leader in Hounslow. Induction topics are wide ranging to suit all needs, from school budget to work-life balance and provides plenty of opportunity for communication and adjustment.

Working in Partnership

There is a long tradition of partnership working in Hounslow. An Education Improvement Partnership has been developed with many benefits, allowing Leadership networks to flourish, more coherence, more joined up thinking, and even better services for young people.

As part of our Succession Planning Strategy, Hounslow identifies and encourages potential leaders and subsequently has a high take-up of national leadership programmes, including collaborative work with the National College of School Leadership, and other Local Authorities.

There are a significant number of formal and informal networks to ensure that new leaders feel welcome and that no leader need feel isolated.

Schools also have a close working relationship with the local Dioceses including regular meetings and conferences as well as support from their Advisers as part of the School Improvement Service (SIS).

The SIS is made up of a range of specialists who between them cover all phases of education and many curriculum areas. The service incorporates the Hounslow Education Business Partnership and an ICT curriculum support team. In addition to co-ordinating National Strategies, the service develops a School Improvement Programme that emerges from Hounslow's Children and Young People's Plan.

Hounslow offers its Senior Leaders and schools strong support through a number of LA services including its HR Team, Advisory Service, Teacher Recruitment Team, and Governor Support Team.

IDENTIFYING AND SUPPORTING HOUNSLOW'S LEADERS

Hounslow is committed to growing and supporting its school leaders, and ensuring that our schools have excellent leadership. We aim to support you as you contribute to this lively, diverse and exciting West London Borough.

www.teachinhounslow.org.uk



Looking ahead

In order for Hounslow to have inspirational school leaders for the future we need to develop your leadership skills today!

To do this we have an extensive Succession Planning Strategy that supports people like you who wish to move towards senior leadership posts in our schools. We host and support a number of initiatives that mean that you can progress your career and develop your skills at any stage in our diverse community.

To find out more please visit our dedicated recruitment and retention website www.teachinhounslow.org.uk. See our Senior Leadership pages for a full breakdown concerning the support and opportunities available to you if you are thinking of joining our borough, or if you have been with us for some time and are now ready to make the next step in your career.

www.teachinhounslow.org.uk