



BPSI Support Programme for New Headteachers

The approach

It is intended that this programme will provide a sounding board and challenge for new Headteachers in order that they fully consider all options and develop their own evaluations, professional style and school improvement priorities. It provides the opportunity, in a safe environment, to rehearse and develop the rationale for important strategic decisions. An advantage of the programme is that issues may be discussed with an independent and impartial professional with no vested interest. The detail of discussion would remain confidential to the relationship.

It is not intended to replace:-

- LNI standard visits which enable the Local Authority to fulfil its statutory role
- Barnet HT mentor which should provide access to local networks and quick solutions to any day to day issues
- HT training packages, provided either by the LA, BPSI or through other leadership training opportunities
- Professional dialogue with Chair of Governors, deputy headteacher or other senior leaders.

The approach requires openness and trust. If this does not develop effectively the consultant will raise this as an issue with the Headteacher as any further work would not constitute value for money.

Time allocation

The basic programme is based on two formal visits each term, lasting for two terms. It will require preparation, though all paperwork, data etc will be provided by the school. The basic package would therefore equate to 6 hours per term (12 hours in total). This could be funded from the school's BPSI allocation of hours, or additional commissioned hours. Any additional specific work or changes to this basic programme may also be commissioned through this mechanism. The support will be bespoke based on the individual needs of the new Headteacher.

Menu

The areas for discussion will be determined by the Headteacher in relation to the needs of the school and the timings of significant decision making. No two headteachers will have the same issues or order of priority. The intention is that there is every opportunity to explore fully any significant decision making (and that which does not seem significant until the possible impact is fully considered) and that coaching is responsive to individual need and priority.

Some possible areas for discussion:

- How well do you know/use your data? Range of data sources for effective presentation to /engagement of various stakeholders.
- Is the staffing structure fit for purpose? Rationale for structure; lines of accountability and performance management; level of delegation in decision making; job descriptions; recruitment
- How do you monitor the effectiveness of the school's provision?
- Do you make best use of the skills of the governing body? Cycle of meetings; reporting mechanisms
- Engaging parents. Exploring strategies for positive engagement; promoting a positive image
- Strategic planning
- Resource management.

Accountabilities

Primary accountability will be to the HT. The success of the support package will be assessed by an evaluation of the effectiveness of the HTs leadership as gauged through the LNI visits and Local Authority school review. There is no fixed view of success, rather that the headteacher has taken full ownership of their decision making.

Reporting/record keeping

Records of the time spent will be kept for BPSI accounting purposes only; otherwise the necessity for any record keeping will be determined by the headteacher.

Work programme

For further information about this package of support or to arrange it please contact Richard Griggs (BPSI Manager) on 020 8359 6334 or at richard.griggs@barnet.gov.uk. A BPSI adviser will be commissioned who will make contact with the new headteacher and arrange a first visit in the first half-term in the post and thereafter half termly to meet the needs of the school/HT.