

Recently Qualified Teacher Leadership Programme 2019-2020



For Good to Outstanding RQTs (and eligible NQTs) on mainstream grade in Primary, Secondary, PRU and Special Schools who wish to develop their leadership skills, significantly contribute to the aims of their School Development Plan and aspire to promotion within the next 2-3 years.

Course Handbook



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Programme Outline

RQT Leadership Programme Overview

Now in its fifth year (RQT5), this successful leadership development programme supports teachers across all school phases, working in inter-school groups, to focus on a common area for development linked to their school. Each participant curates and leads their project within their school, conducting research, gathering evidence and formulating / implementing plans for improvement. The strength of this project is based in working together, participants visit their colleagues' schools and aim for collaborative action research and investigation. Headteachers and SLT school-based Mentors fulfil the role of the participants' leadership guides throughout the programme and attend the start of the Programme Launch, supporting their teachers in outlining core values (based on the School Development Plan) to underpin the success of their project aims, delivery and outcomes.

RQT Leadership Programme Aims:

- To provide Good and Outstanding RQTs (and eligible NQTs) in EYFS/KS1, KS2 and KS3, a structured opportunity to develop their leadership skills.
- To give participants the invaluable experience of designing and implementing a leadership project over a period of 4 terms, linked to a specific area of their School Development Plan.
- To use collaboration to create a culture of sharing and reflection, with participants visiting each other's schools and working together in small, cross-phase and inter-school groups.
- To employ Action Research as an integral component of the group projects.
- For each group to choose an area of focus for research linked to a common theme of development relevant to each school in the group.
- For participant groups and individuals to be supported by the RQT5 Programme Course Mentor throughout the programme, in whatever ways are needed.
- For the impact at each school to be maximised by the Headteacher, or other SLT member taking the role of School Mentor, providing leadership guidance and advice regarding the development and progression of the project to meet School Development Plan requirements.

RQT Leadership Programme Outcomes:

- Participants undertake professional development, improving their leadership skills and expertise.
- Participating schools increase their staff capacity; raise their teachers' aspirations and standards; promote staff morale, commitment and retention; improve their students' outcomes.
- Participants gain invaluable experience of collaboration through group work and visiting other school settings; bringing new ideas, methodology and best practice back to their school.



Programme Key Dates

Spring Term 2019

Pre-launch research task:

- RQT5 participants to discuss with their Headteachers / School Mentor, their school's strengths and areas of weakness and identify a possible focus for an action research based development project. **The RQT must attend the first meeting with a likely area of interest/focus identified.**

Launch Meeting: Wednesday 30th January 2019 - 9:30am-4:00pm Heathfield Community School

NB: First hour of the day to be attended by School Mentors (9:30-10:30am)

- Leadership, Collaboration and Trust.
- Using Action Research to develop and implement school improvement.
- Share professional strengths and areas for development.
- Development focii and working groups identified.
- Presentations from Heathfield's 'research champions', including the Head of PE and KS4 Science, detailing how they have used research in their own projects.
- Project action plans started.

January-February 2019

- Teachers in each working group visit each other's schools in January / February.
- Possible visits to previous RQT Leadership Programme participants' schools.
- Participants to start on their project work by the middle of February.

Review Meeting 1: Tuesday 5th March 2019 - 2:00pm-4:30pm Heathfield Community School

- Tom Colquhoun (Director, West Somerset Research School) presents on Action Research, evidence based practice and the role of the Research Schools Network.
- Progress so far; share research and evidence gathered; plan subsequent collaboration.
- Each group to agree overall action plans and discuss direction and progress so far.
- Update planning sheets to include any new action planned this term.

March-April 2019

- Team groups continue to develop and work on their projects collaboratively.
- Course Mentor maintains contact with participants, providing ongoing support.



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Programme Key Dates

Summer Term 2019

Review Meeting 2: Wednesday 1st May 2019 – 4:00pm-6:00pm **Heathfield Community School**

- Reflection, drawing the projects together and measuring impact so far.
- Planning of Project Progress Presentations for the next meeting on Wednesday 3rd July.
- Coaching discussions with the Course Mentor and Heathfield 'research champions'.

May-June 2019

- Participants continue action research projects and measure outcomes so far.
- Participants share/discuss progress with School Mentors prior to progress presentations.
- Develop plan for implementation of new initiatives in the next academic year.

Project Progress Meeting: Wednesday 3rd July 2019 – 4:00pm-6:30pm

Heathfield Community School *(Timing may be subject to change depending on cohort/group numbers)*

- Each group provides a short presentation of their project to the whole group as 'works in progress,' with an overview of the evidence they have gathered so far.
- Feedback and verbal evaluations offered by all at this mid-way point, with the aim of aiding participants in their reflections on how each project is developing, what each project aims to achieve and how it can be fully implemented in the new academic year.

Autumn Term 2019

In-School Implementation Meeting: Wednesday 18th September 2019 - 1:00pm-5:00pm **Heathfield Community School**

- Participants reflect on the impact of their projects in their schools, including how they are implementing change moving forward.
- Update on leadership roles and next steps.
- Guest speaker (a current Headteacher) presents on leadership and career progression.

Spring Term 2020

Final RQT5 Presentation Event: End of January 2020 (Date to be confirmed)

- Participants present their projects to their cohort, School Mentors, the new RQT Leadership Programme cohort and an invited audience of governors from the participant schools and special guests at a celebratory event including Q&As.