



HOW THE COURSES FIT TOGETHER

LION LEADERSHIP COURSE

LION LEADERSHIP PATHWAY PROGRESSION

	ASSOCIATE LEADERS (AL) COURSE	ASPIRING MIDDLE LEADERS (AML)	MIDDLE LEADERS (ML)	SENIOR LEADERS (SL)	
	Aimed at associate staff (non-teaching roles in school) who would like to improve their leadership and management skills, as they make steps into more senior roles.	Aimed at teaching staff (Primary or Secondary) who would like to step into middle leadership or who have very recently taken on additional responsibility. This may be as TLR holder, Pastoral Lead, Head of Department, Year Group Lead or Subject Lead.	Aimed at teaching staff (Primary or Secondary) who are currently Middle Leaders (TLR holder, Pastoral Lead, Head of Department, Year Group Lead or Subject Lead) and would like opportunities to improve their leadership skills, build networks with other Middle Leaders and aspire to Senior Leadership.	Aimed at teaching staff (Primary or Secondary) who are currently Senior Leaders (part of a senior team, Assistant Headteacher) who like opportunities to improve their leadership skills, build networks with other Senior Leaders and aspire to Deputy Headship.	
	SESSION THEMES:	STAGE: INTRODUCTION	STAGE: INTRODUCTION	STAGE: ADVANCING	
SESSION 1	LEADERSHIP	<p>What is Leadership? - Values and Vision</p> <p>An introduction to leadership and advancing a career. <i>What is it and why is it important?</i> Explore values and vision, how to be responsive, and ideas and strategies for effective leadership.</p>	<p>What is Leadership? - Values and Vision</p> <p>An introduction to leadership and advancing a career. <i>What is it and why is it important?</i> Explore values and vision, how to be responsive, and ideas and strategies for effective leadership</p>	<p>How to Lead a Team – Sharing your values and vision</p> <p>Explore how you can develop as a middle leader, widening your sphere of influence and building a cohesive team.</p>	<p>Leading Whole School Change – Lessons from Headship</p> <p>Advancing as a senior leader towards deputy headship and beyond. <i>What are the key qualities of a senior leader?</i> Explore the vision of leading a school and driving whole school priorities. Share best practice of school leadership.</p>
	PROJECT INTRODUCTION	Participants will propose and begin their personal project in school related to leadership.			
SESSION 2	WORKING WITH A TEAM	<p>Mentoring and motivating colleagues</p> <p>An introduction to working as part of a team and underpinning why it's important. <i>What are the successes and challenges?</i> Explore effective strategies of how to mentor and motivate colleagues in an associate leader capacity.</p>	<p>Working with others</p> <p>An introduction to working as part of a team and underpinning why it's important. <i>What are the successes and challenges?</i> Explore how to get teams onboard, navigate difficult conversations, set an example of professionalism and how to monitor a team's performance.</p>	<p>Moving a department on - Sharing your vision</p> <p>Explore how you can develop as a middle leader, identifying and addressing areas of improvement within your department or team. How to 'take people with you.'</p>	<p>Leadership styles and leading through others</p> <p>Advancing understanding of leadership styles and leading a team at a whole school level. <i>What are the successes and challenges?</i> Explore keeping the momentum of a team going, leading through delegation and how to manage performance.</p>
	COMPLEMENTARY THEMES				
SESSION 3	PLANNING & COMMUNICATION	<p>Communication with stakeholders & crucial conversations</p> <p>Exploration of effective communication/feedback and difficult conversations with others. <i>Why is it important and what are some of the challenges in school?</i> Consider what this may look like for associate leaders and the stakeholders you may be involved with.</p>	<p>Problem solving</p> <p>An introduction to problem solving. Explore strategic planning, how to manage your day and how you can manage workload, priorities and delegation of tasks. Revisit difficult conversations from another perspective.</p>	<p>The Bigger Picture – balancing departmental vs whole school priorities</p> <p>Explore how middle leaders can develop balancing their differing school priorities. <i>What are the priorities and how do they fit together?</i> Discuss key skills and good practice. Recall difficult conversations and how to manage these.</p>	<p>Communication with stakeholders & crucial conversations</p> <p>Exploration of effective communication/feedback and difficult conversations with others. <i>Why is it important and what are some of the challenges in school?</i> Consider what this may look like for senior leaders and the stakeholders you may be involved with.</p>

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">SESSION 4</p> <p style="text-align: center;">USING DATA</p>	<p style="text-align: center;">Data Collection and Analysis – tips for associate staff</p> <p>An introduction to working with data for associate staff. Consider what is data, how do we collect it, how do we use and analyse it, and how do we present it.</p>	<p style="text-align: center;">Working with Pastoral and Classroom Data</p> <p>An introduction to working with pastoral and classroom data at the middle leader stage. <i>What is it and what's the purpose?</i> Explore how to use data as a middle leader, how can it influence decision making, and consider tips and suggestions to avoid common pitfalls when using data.</p>	<p style="text-align: center;">Using Department Data Effectively</p> <p>Explore how middle leaders can develop their use of department data. <i>What does good and bad data look like?</i> Consider how data is used as a middle leader, what your personal data strategy might be and how this aligns with your school's data strategy.</p>	<p style="text-align: center;">Strategic use of Whole School Data</p> <p>Advancing understanding and strategic use of data at a whole school level. What does a school's data strategy look like and how can you contribute? Consider what data is required, how schools collect data and how it's used strategically to influence decisions that affect everyone.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">SESSION 5</p> <p style="text-align: center;">WIDER ACCOUNTABILITY</p>	<p style="text-align: center;">Governance and Accountability</p> <p>Exploration of the role of governors and other stakeholders in holding leaders to account, and how associate leaders may fulfil this requirement effectively. <i>What does good practice look like?</i></p>	<p style="text-align: center;">Curriculum Developments</p> <p>An introduction to the key principles of effective curriculum design. Explore alignment with learning goals and student needs, the sequencing of content and effective assessment strategies. Discuss how these techniques can apply in your own teaching contexts.</p>	<p style="text-align: center;">An insight into Pastoral &/or SEND Leadership</p> <p>Explore the breadth of the roles and responsibilities of pastoral or SEND leadership – what does the job really entail? Discuss the reality of lived experiences from the mundane day-to-day to the hard-hitting challenges of heart-warming successes within these roles.</p>	<p style="text-align: center;">Governance and Accountability</p> <p>Exploration of the role of governors and other stakeholders in holding leaders to account, and how senior leaders may fulfil this requirement effectively. <i>What does good practice look like?</i></p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">SESSION 6</p> <p style="text-align: center;">CAREER STAGE PRIORITIES</p>	<p style="text-align: center;">Financial management</p> <p>An introduction to the wider context of finance in schools – funding streams, accountability, etc. A closer look at managing a department budget – practical tips, balancing priorities, budgeting improvement plans.</p>	<p style="text-align: center;">Pastoral work</p> <p>An introduction to the importance of pastoral care in school. <i>What is it and why is it there?</i> Explore strategies for supporting students, fostering inclusivity and respect. Discuss practical techniques to support middle leaders in successful pastoral work.</p>	<p style="text-align: center;">Financial management</p> <p>An introduction to the wider context of finance in schools – funding streams, accountability, etc. A closer look at managing a department budget – practical tips, balancing priorities, budgeting improvement plans.</p>	<p style="text-align: center;">Making the Move to and within Senior Leadership</p> <p>Advancing as a senior leader towards deputy headship and beyond. <i>When is it the right time and how do you achieve this successfully?</i> Explore practical tips and strategies on making the move and discuss what schools will be looking for.</p>
<p style="text-align: center;">PROJECT OUTCOME</p>		<p style="text-align: center;">Course participants will present their project outcomes to their peers before the course ends. *Please note course completion is dependent on attending a minimum number of sessions. We will be in touch if we are concerned about your attendance.*</p>		