

Distributing leadership in Northern Ireland schools



A policy lever for
Improving School Leadership

A general acceptance that distributing leadership assists school improvement

76% of principals believe that the way that they distribute leadership is effective

the words travel more easily than the concepts

The reality may be different

Some schools believe they have distributed leadership because they have a hierarchical structure – vice-principal(s), heads of year, heads of subjects et al.

This may actually be limited to effective management

Some schools may have over 75% of teachers involved in a leadership role

How would change occur?

- voluntarism will remain until external evaluation (eg inspection) demonstrates that standards in schools with distributed leadership are higher
 - The changes in the NI school system will require leaders comfortable with collaboration, in their own schools and at system level.
(fewer pupils = fewer schools = fewer leaders)
- The professional development of 'middle leaders' must become a priority
 - The governing bodies of the schools must share the same vision of the future as the leaders of their schools. This is also a training issue.

new initiatives to support distributed leadership

- A programme to support principals with candidates for the Professional Qualification for Headship (NI).
- A programme to train school governors in their responsibilities and roles under a new form of governance for schools (ESA)
- A programme aimed at developing middle leaders through coaching and mentoring
 - A programme to help headteachers to build the leadership capacity in their school and in its individuals ('Building leadership capacity').
Including web based resources

- > Staff College
- > Summer School
- > PRSD
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The Award for Teaching Assistant of the ...

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Specialist Schools



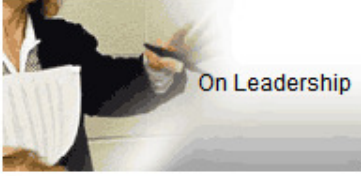
Specialist Schools

Extended Schools



Extended Schools

On Leadership



On Leadership

School Leadership



School Leadership Development Programmes

PQH NI



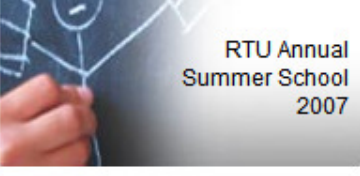
Professional Qualification for Headship (PQH NI)

Staff College



Staff College Programmes

Summer School



RTU Annual Summer School 2007

PRSD

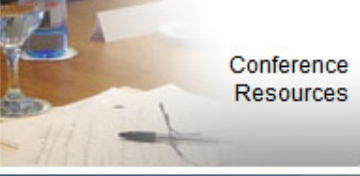


Performance Review & Staff Development

Int. Perspectives



Conference Resources



Conference Resources

BLC



Building Leadership Capacity

Building Leadership Capacity

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“ A model of practice for school improvement ”

Challenges and opportunities facing schools and their leaders have never been greater. The ability to improve schools and secure the highest possible standards of achievement for every pupil is both the function and responsibility of school leaders, however the notion that a single heroic and omniscient figure can direct and implement the complex changes necessary for success is no longer sustainable.



Principals increasingly involve others at all levels in the leadership of their schools, building leadership capacity in individuals and of the school as a whole. Consistently high performing schools are characterised by shared approaches to leadership, although there is no single model that will fit all schools. For 'good' schools to become 'great' schools they need to extend their experience of effective leadership to others in building the capacity of the whole of the Northern Ireland education system

“ Exploring models of school leadership ”

BLC Publications Expand/Collapse

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