

EVERY CHILD HAS POTENTIAL



FUTURE
LEADERS

Part of the
Accelerate to Headship
programme



WHAT IS FUTURE LEADERS?

Every child has potential. At Future Leaders, we help them realise it by developing outstanding leaders for challenging urban schools.

The Future Leaders programme offers an accelerated path to headship for qualified - current and former - teachers. Following a rigorous 4-stage competency based recruitment process, participants embark on an intensive three year leadership development programme which contains a mix of residential and on-the-job training, and coaching from experienced headteachers. Our expectation is that every participant will be a senior leader within 12 months and a headteacher after 4 years.

At the heart of our programme is a year-long apprenticeship. During this year our Future Leaders benefit from the close support of the Head and one of our experienced leadership development advisors.

Future Leaders is looking for schools to offer placements for the next academic year.



Ravinder Bansal
Future Leader, Cohort '08

“ Having worked in education since 1975, I was first appointed as Headteacher in 1988. I have seen a lot of educational initiatives - I reflect on many of them and think why? But there are very few that I look at and think “If only this had been around 25 years ago”.

Future Leaders is one of these initiatives.

By calibrating opportunity, support and challenge it is providing school leaders with a cadre of fledgling, but fully formed potential headteachers for the future. I just wish it had been around back in the early 1980's. If it had I'd have been one of the first applicants.”

Kathy August
Strategic Principal, Manchester Academy

THE BENEFITS

What are the benefits of being a residency school?

- ★ A talented, committed and highly motivated Future Leader will work as part of your senior leadership team for a year and be supported by one of our experienced leadership development advisors
- ★ Two whole-school projects completed by your participant to a high standard and delivering impact
- ★ Access to expertise developed by the wider network of Future Leaders
- ★ Opportunities to attend or send a senior representative to a number of free training sessions, including a study visit to the US



Louise Stoodley
Future Leader, Cohort '06

“ We have had three Future Leaders over the last three years and we are expecting a new one in September. All the Future Leaders have contributed hugely to the school. They have added capacity and new ideas and shared the training and development they have benefitted from as Future Leaders participants. All our Future Leaders have gone on to jobs as senior leaders - one with us - and I would employ them all if I could! We are very proud of their achievements and know they will go on to be brilliant headteachers in the not too distant future.”

Kenny Frederick
Principal, George Green's School

PROGRAMME EXPECTATIONS

What are you committing to do?

- ★ To make your Future Leaders participant part of your senior leadership team; and to provide her/him with a challenging role and the opportunity to experience a wide range of leadership activities
- ★ To meet your Future Leader regularly to provide mentoring and support
- ★ To nominate an in-school mentor from within your senior leadership team (usually a Deputy Head or Vice-Principal) to work with the participant
- ★ To allocate your participant no more than 33% teaching timetable

“The quality of the training, coaching and my residency school was truly outstanding and gave me the courage to take risks and develop within a safe and supportive environment. Future Leaders has given me a ‘tool kit’ from which I can draw on the skills and advice of some of the most experienced practitioners in secondary education. It has reaffirmed to me the importance of ‘every child’. I am deeply grateful to be a part of what I believe is a network of educators who really will have a lasting impact on the inner city schools of the future.”

Andrew Webster
Future Leader, Cohort '08

“Andrew was our first Future Leader - and what a difference he made to our school! He arrived at the same time as we started our new curriculum, which included a suspended timetable day every other Friday. We had the idea before Andrew came - but he made it work. He took on the challenge of planning and implementing the days, negotiating with (sometimes reluctant) staff, booking outside speakers and course providers, managing the budget ... everything. That the days are a huge success is a tribute to Andrew's leadership skills, and I hope and expect that the experiences he gained with us will speed him on his way to headship.”

Margaret Wheeler
Headteacher, Forest Gate Community School

HOW TO GET INVOLVED

We are always looking for suitable training environments for our Future Leaders to be placed in during their residency year. In order to be considered, schools should:

- ★ Be situated in an urban area (preferably with more than 15% of your pupils eligible for FSM) in one of our designated regions*
- ★ Be achieving year-on-year improvements in outcomes for children
- ★ Be committed to continuing professional development for all staff
- ★ Have strong talent management capabilities to further the development of our participants

*The programme currently operates in London, the North West, the West Midlands and Yorkshire & Humberside, but please consult the Head of School Networks or www.future-leaders.org.uk for the most up to date list.

If your school meets at least one of the above criteria, there are three packages you can choose from:

- ★ **Standard**
 - Salary subsidy of 25%
 - Schools will be offered one candidate at a time
 - No guarantee that candidates will be offered
- ★ **Internal**
 - School puts forward a candidate
 - School commits to providing them with a role on the senior leadership team and backfilling their existing role
 - No guarantee that the internal candidate will be successful in the recruitment process.
 - School pays full salary
- ★ **Priority**
 - Guaranteed choice of three candidates for each placement
 - Priority matching; we will look to fill your vacancy before others
 - School pays full salary

If you are interested in finding out more about being a Future Leaders residency school please contact:

Maria Rodrigues on 0790 8126 181 or Maria.Rodrigues@future-leaders.org.uk

If you are not ready to be a residency school but would like to benefit from appointing one of our participants once they have completed their residency year please contact:

Catriona Matthews on 0790 8126 213 or Catriona.Matthews@future-leaders.org.uk

At Future Leaders we believe:

1 EVERY CHILD

All children can achieve even in the most complex urban environments

2 NO EXCUSES

Adults (teachers and other school staff, parents and carers) are responsible for ensuring all children reach their potential

3 HIGH EXPECTATIONS

Providing a high quality education is vital for a fair society that affords every child the full range of opportunities in life

4 LEAD LEARNING

Great schools are led by great leaders who have a focus on learning and attract, develop and coach great staff to reach every child

5 NO ISLANDS

A large number of excellent school leaders can lead to a sustainable improvement across the education system. This is crucial to enable all children to succeed

Future Leaders

To learn more about the programme, including our terms and conditions, please visit our website www.future-leaders.org.uk

For queries, please email, schools@future-leaders.org.uk



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