



## New Heads grow on experienced shoulders

**M**oving to a new headship is challenging whether you're a first-time Head or an established Head starting in a new school. There's an inevitable period of finding your feet; of feeling overwhelmed by the sheer number of new people to meet and new things to understand, learn and do.

It is little wonder then that in recent years recruiting Heads has become a greater challenge. NCSL has developed a range of initiatives to address this. At LLS, we are also working hard to ensure that new headship is a more attractive proposition, where all new Heads feel supported and valued.

Our Moving to New Headship (MTNH) programme gives every new secondary Head in London an entitlement to four terms worth of personal and confidential mentoring support from an established and successful London Head. There's no vested interest; it's simply an experienced Head offering unconditional support to a new colleague. There's no other agenda.

This mentor support is tailored to the individual needs of each new Head and the specific challenges of their schools. It takes place in regular face-to-face meetings, backed-up by telephone and email contact. It also provides access to a range of networking opportunities and LLS meetings and courses.

The new Heads on the programme report many benefits. For example, it is giving them the confidence to take the time to understand the processes, culture and personalities of their new schools before implementing any changes – and the objectivity and insight they need to assess the potential impact of these changes. This is minimising their mistakes and maximising their positive impact. It is making their job easier and much more effective.

The mentor-Heads also report many benefits. Not only are they relishing the challenge of supporting their less experienced colleagues, they are also taking back lots of innovative ideas from them to their own schools and making many improvements as a result.

MTNH is growing from strength to strength. Over 60 new London Heads have now benefitted from it and the numbers are growing fast. More than 100 London schools are involved, with their Heads either receiving or giving support.

*Vanessa Wiseman*

*Programme director of the Moving to New Headship programme and headteacher of Langdon School Newham*

*NB. Entitlement to MTNH will be extended to new primary, PRU and special/EBD school Heads in London in the next school year*

### Moving to New Headship: a brief history

Spring  
2007

- LLS develops Moving to New Headship (MTNH) programme for all new Heads in London secondary schools. Gives them entitlement to coaching for their first year – starting in the term prior to their new headship – from experienced Heads (Local Leaders in Education: LLEs). LLS works alongside NCSL's succession planning team

Summer  
2007

- First 10 new Heads join MTNH. Experienced Heads enthusiastic to support them. Coaching takes place in new Heads' schools and supports their school improvement agenda

Autumn  
2007

- More Heads join, including two primary Heads as a primary pilot
- LLS networking events and meetings support the MTNH work
- A first evaluation shows the programme is really helping new Heads

Summer  
Autumn  
2008

- New Heads request continued support at the start of their second year. NCSL supports this. More than 40 new Heads are now on MTNH
- Evaluations are highly positive. Heads report MTNH helps them achieve good and outstanding Ofsted's and helps schools in challenging circumstances

January  
2009

- Heads in second headships join the programme
- 60 new Heads benefit from MTNH and numbers are growing fast. More than 100 London schools are involved, with their Heads either receiving or giving support.

Next  
steps

- LLEs report their coaching role is hugely enjoyable and rewarding
- **MTNH continues to expand due to demand. LLEs and new Heads work to develop entitlement for senior leadership roles, and Heads coming off MTNH are keen to help future new Heads. LLS aims to ensure all London Heads feel supported and valued**



*"Having the support of an experienced Head has been invaluable. He's provoked my thinking and helped me to reflect on and learn from my practice in a way I couldn't have done without him. As a result I'm working more effectively and I'm a lot more confident in dealing with the complex challenges I'm facing as a new Head."*

Sunil Chotai  
*Headteacher of Southborough High School, Kingston-upon-Thames*



## Recent successes

### Moving to New Headship

- 60 new Heads have benefitted from the programme. Numbers are growing fast
- More than 100 London schools are involved; their Heads either receiving or giving support
- LLEs report their coaching role is hugely enjoyable and rewarding

### Outstanding OFSTEDs

Congratulations to the following schools for achieving outstanding status in their OFSTED reports:

- Feltham Hill Infant and Nursery
- Henry Maynard Juniors
- John Ball Primary School
- John Burns Primary
- Parish Church CofE Nursery and Infant School
- St Saviour's & St Olave's School
- Tidemill Primary

### Good to Great

Thank you to the 63 schools that attended the highly-successful Good to Great conference in February. A particular thank you to Walthamstow School for Girls and Barking Abbey School for their excellent presentations.

### LLS 6+2=Gr8ness celebration

This event takes place at 7pm on Wednesday 25 March at the Tate Britain. Speakers include Sarah McCarthy-Fry, Minister for London Schools; Professor David Woods, Principal Advisor for City Challenge; and senior colleagues from the Department for Children, Schools and Families

### Improving Teacher programme

Congratulations to the 94 teachers who recently attended our Improving Teacher programme for primary school teachers. Thank you to the facilitating schools that took part, including:

- Avenue Primary School, Merton
- Brunswick and Fairlawn Primaries (joint delivery), Lewisham
- Hillyfield Primary, Waltham Forest
- Sherington Primary School, Greenwich
- Springwell and Strand on the Green Juniors (joint delivery), Hounslow
- Tidemill Primary School, Lewisham

### Good news against the odds

OFSTED's recent report 'Twelve outstanding schools excelling against the odds' features schools chosen from the small number judged outstanding in two or more inspections that serve disadvantaged communities and have exceptionally good results. We are delighted to report that five of the 12 chosen schools are in London.

The report is available at:  
<http://www.ofsted.gov.uk/Ofstedhome/Publications-and-research>

## Training and event updates

### Outstanding teacher programme (OTP)

- Eight half-days and two full days

#### Primary schools

17 March; 24 March; 31 March; 21 April; 28 April; 5 May; 12 May

#### Secondary schools

23 April; 28 April; 7 May; 12 May; 2 June; 11 June; 16 June; 25 June; 30 June; 7 July

*This course is for aspiring outstanding teachers*

### Outstanding facilitation programme

- Three day practical programme

#### Next course

5-7 May

*This course is for senior teachers in facilitator schools*

### Project management programme

- Three days plus a reunion meeting

#### Next course

24 April; 12 May; 11 June

*This course is available to local leaders of education and senior teachers within their schools*

### LLS team meetings and events

#### 6+2=Gr8ness

A secondary London Leadership Strategy celebration: 25 March

#### Primary schools

Core Team meeting / training: 18 March, 22 April, 20 May  
Introduction meeting for potential LLEs: 25 March

#### Secondary schools

Core team meetings and dinner: 29 April  
Good to Great Conference: 21 May

#### Local Leader of Education training, primary and secondary schools

18 June; 25 – 26 June; 14 July  
11 September; 30 September – 1 October; 19 October  
2 October: 14 – 15 October; 23 November  
26 October: 19 – 20 November; 10 December

#### Annual Conference

29–30 June

For more information about primary school events and training, please contact **Davinder Kang**: [Davinder.kang@ncsl.org.uk](mailto:Davinder.kang@ncsl.org.uk).

For more information about MTNH and other secondary school events and training, please contact **Rachel Butterworth**: [rachel.butterworth@ncsl.org.uk](mailto:rachel.butterworth@ncsl.org.uk)

To comment on the newsletter, or suggest a good practice case study for a future edition, please contact **David Bartram**: [david.bartram@ncsl.org.uk](mailto:david.bartram@ncsl.org.uk)