

**LEADERSHIP NETWORK – EASTERN REGION**

**MINUTES of STEERING GROUP MEETING**

**Held at ELC, Cambridge**

**Thursday, 15<sup>th</sup> January 2009**

*Regional Leaders : Wendy Garrard, Mike Lavelle, Bob Knight,*

*Attendees – Sue Eagle, Charles Gilbank, Nickii Messer, Claire Goodchild, Rob Robson, , Carol Atkinson, Simon Warbitton , Julie Bidwell*

Apologies : *Simon East, Rob Robson, David Brandon Bravo* has indicated that he would be willing to withdraw if a replacement can be found as he is finding it increasingly difficult to attend. *Tim Collins* is no longer a member.

Welcome to new member Julie Bidwell, Seconded Head of Westley Middle School, Suffolk, currently working with the LA to support School Organisation Review.

1. **Network Initiative 2008** . ML reported that his school is part of a partnership established in Herts, Luton and Bedfordshire ; Within School Variation as the focus and WTG reported there are three partnerships in Suffolk – various themes linked to Narrowing the Gap. These groups will report back on 31<sup>st</sup> March, ML and BK to attend this event at LCC. BK reported on the frustration of the online process that had prevented some groups applying.
2. **Sustainability** : ML reported links with the Cohort 2 ILLP visit taking place in March. Concern expressed that the DCSF seem to be less proactive in raising the profile of sustainable schools/
3. **SUPRA Events : Review and Planning** All encouraged to recruit to these. ML suggested all members seek to recruit a Governor for the Spring events.
  - a. LCC 6<sup>th</sup> February 2009 : **Liberating Leadership** Programme now complete, Janet Aldridge and Richard Gerver are providing key note addresses, Tony Woodcock and others the workshops. Details are on the website and attendance currently 100. All accommodation has been taken up.
  - b. LCC 7<sup>th</sup> May 2009 : **New Models theme, One Head, One School ?** West Mids RLs are coordinating planning, programme currently draft, will be discussed at the Team meeting next week. Programme to be circulated to members once finalised.
4. **Regional Events:** ML reported on the November event at Potters Barr. Pete Burkett, Principal at Barnfield was considered to be an exceptionally good session.

**Forthcoming events** : Matched themes as above.

- a. Spring Term – 5<sup>th</sup> March 2009 at Best Western at Stoke by Nayland. BK coordinating this event, Programme attached 11 registered so far Target up to 25 attendance
- b. Summer Term – 18<sup>th</sup> June 2009 at Hethel Centre, Diss WG coordinating this event, Focus on New models. 21 registered so far.

**Speakers** : NM to contact Sylvia Campbell to propose Bill Simmonds as a suitable contributor to Summer conference.

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5. **Succession Planning Update** – NSC Carol Atkinson reported overview of activity in the region. The following initiatives are contributing to the work :

**Internships** : No longer funded but several LA's are continuing with this programme as it has proved successful and effective.

**Governors** : Reported to be a major key to success, much to be done in engaging them and promoting the messages and wider context beyond headteacher induction. WTG presented copy of tool kit and asked members to promote this, it is available on request.

**Leadership Partners** : Valuable programme being adopted in some LA's, there is an issue of capacity to cope with the wide range of initiatives in some LA's.

**Programmes** : Members encouraged to be aware of programmes and promote to colleagues.

**Associate Heads** Programme proving a valuable pilot in some areas

**NPQH** - Recruitment challenges for small school applicants who seem unable to be successful as they are unable to provide evidence. 51 LA's have been given additional targeted support funding to develop graduates into taking up headship posts.

**NPQICL** - This is a developing course, WTG reported her approach to members of the Early Leaders Programme being developed by ELC, contacts made and to be followed up for potential new members.

It was agreed that this report was very valuable and that CA would provide an update at each meeting.

6. **Steering Group Membership – Roles and Responsibilities** *Activity Session*

A workshop brainstorm took place to assist in developing the work of the steering group.

Notes attached (Appendix A) for further discussion at the next meeting.

## 7. Leadership Network Activity Reports

- a. School Business Management: Nicki Messer was thanked for her hard work and excellent report, this was considered to be good practice and other members invited to provide reports for future meetings.
- b. ECM Champion: Rob Robson was unable to attend so it was agreed to add this to the next agenda
- c. SSAT: Charles Gilbank reported the success of the 11 –19 roadshow events and the positive evaluations received which compared well with other areas, providing a high level of satisfaction from participants. Best of all in the regions. Future challenge is to engage others as there are approx 2/3<sup>rd</sup> yet to engage.

Dates of future events include : 10<sup>th</sup> March @ Jack Hunt, 17<sup>th</sup> March @ Swavesey, also June events to be confirmed.

## NCSL East Region LN Steering Group

**Links with other agencies :** Suggested we invite Sam Gallacher East Region Adviser for TDA to summer meeting to explore and learn more about their work and how we can work together. WTG to arrange.

8. **ILLP** – Update : Cohort 3 is recruiting now, members to encourage applications. BK reported that Cohort two visit taking place in June with SSAT will be to either Australia, South Africa or Sweden. WTG will be attending one of these. SE was thanked for her work in supporting the roadshow events in Norfolk and Suffolk. WTG will coordinate the sifting of applications , Helen Banks and Sue Eagle to assist with this process in March.

### 9. Future Planning and Events

Discussion took place regarding how the group would like to work in the year ahead.

The following requests and proposals were made :

- All events must be explicitly Leadership focussed
- Central Supra events considered effective but that it would be better to have more residential places available if possible.
- Regional events are good but need to be located in schools and costs reduced, locations to be centred effectively for maximum access. Themes to reflect local needs and local solutions perhaps.
- Steering Group Meetings – to be strategic and forward looking . Charles offered his school as venue for the next year, all present agreed this would be easily accessible and therefore proposed. WTG to arrange dates with CG for Autumn and Spring before next meeting. Activity session to focus on strategic direction of the group was considered useful and an element of activity should be included in future meetings.
- Breakfast meetings were suggested as a way of engaging more people within a locality. Steering group members are all willing to arrange and coordinate an event in their areas next year. See attached proposal compiled by WTG to be discussed with Sian Carr and Sylvia Campbell. WTG to report back to next meeting.
- Group members to be proactive in developing roles and responsibilities as discussed
- Future agendas to feature NCSL News Update WTG to provide info on new materials , resources, developments and research papers etc.

10. **AOB** : Aileen R – Wendy's PA to be asked to Update membership list and circulate to members with email contact. WTG to arrange.

**Date of Next Meeting :** 30<sup>th</sup> April 2009 at ELC 9.30 – 1.00pm followed by lunch.

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## **PROPOSAL for BREAKFAST MEETINGS 2009 / 10**

As a strategy to tackle the issue of engagement we would like to propose piloting a series of Breakfast Meetings during the Autumn term 2009

### Aims

- To increase the opportunities for local networking within a radius of 50miles
- To increase the
- To focus on local issues and local solutions
- To raise the profile of the Leadership Network
- To recognise local leaders achievements and promote knowledge
- To provide a forum for debate and listen to the voice of practice.

### Intentions / Outcomes. :

Increased attendance, sustained participation, increased opportunity for promotion of ILLP and SUPRA events.

Increased opportunity to consult and learn from Heads views of the work of the Leadership Network.

Promote the role of NCSL and what it has to offer.

Opportunity to view and visit other schools

### Practicalities:

- Time scale - 8am – 10.30am 30min presentation included and focus theme identified
- Advertised/ promoted on local page on web and booking through admin team.
- Targeted attendance up to max. 40 per event cross phase
- High Quality Schools to be identified as venues in each LA termly
- Suitable parking available
- Schools to be given funds to host and provide refreshments  
( eg: SSAT pay £15 per head plus £100 room etc.)

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**What is the CORE purpose of the Steering Group ?**

**Responses included**

- **Provide representation for all local Authorities**
- **Provide insight into the needs of the membership**
- **Represent views from all phases and specialisms**
- **Guide the work of the Regional Leaders and assist in identifying local priorities**
- **Gathering and sharing knowledge and info to support the effectiveness of the network and support the membership**
- **Provide support to Regional leaders in growing membership and sustaining growth, motivating engagement of members.**
- **Influence and shape the direction of the network in the region and nationally and contribute to events and activities**
- **Provide ideas to drive the development of the National College through local and national networking activities and initiatives.**
- **Provide a field force of participation in LAs and local regions**

**There was a view shared that currently the group has been more of a consultative group rather than a steering group and there was enthusiasm to develop roles and responsibilities in order to become more effective as a steering group.**

**Further discussion to take place at the next meeting.**

**STEERING GROUP Membership Roles**

**WTG**

NCSL East Region LN Steering Group

<b>Member</b>	<b>Home LA</b>	<b>Links to other LA's</b>	<b>Interests / Scope</b>
<b>Mike Lavell</b>	<b>Beds</b>	<b>Luton Peterborough</b>	<b>11 –19 , Sustainable Schools, ILLP</b>
<b>Bob Knight</b>	<b>Southend</b>	<b>Thurrock Essex</b>	<b>Web Ex, 11-19, Regional Initiative, Event Coordination</b>
<b>Wendy Garrard</b>	<b>Suffolk</b>	<b>Cambridgeshire Norfolk</b>	<b>Membership, ILLP, LINKS ECM / NET, PCP, Programmes and Initiatives, E news, QCA Primary</b>
<b>Carol Atkinson</b>	<b>East Region</b>	<b>All as NSC</b>	<b>Succession Planning</b>
<b>Charles Gilbank</b>	<b>Herts</b>	<b>All</b>	<b>11- 19, Academies Curriculum , IAG Assessment</b>
<b>Simon Walburton</b>	<b>Herts</b>	<b>Beds</b>	<b>14 – 19, Academies</b>
<b>Christine Goodchild</b>	<b>Essex</b>	<b>Southend</b>	<b>Independent</b>
<b>Nickii Messer</b>	<b>Herts</b>	<b>All</b>	<b>SBM Advocate</b>
<b>Sue Eagle</b>	<b>Norfolk</b>		<b>Global . International</b>
<b>Julie Bidwell</b>	<b>Suffolk</b>	<b>Norfolk</b>	<b>CPD SOR</b>
<b>Rob Robson</b>	<b>Beds</b>		
<b>Simon East</b>	<b>Norfolk</b>		<b>Small Schools Federation</b>

**LEADERSHIP NETWORK STEERING GROUP**

**CORE ISSUES**

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NCSL East Region LN Steering Group

**It was agreed that the following areas were of interest to everyone:**

**Leadership of Change ,**

**Leadership Cultures and Structures**

**Leadership of Curriculum Design**

**Cross Phase Leadership,**

**Extended School Leadership**

**ILLP and other NCSL Programmes, Global Leadership**

**Leadership Development – CPD at all levels, especially,**

**Middle and Senior leadership**

**Workforce Development ; Well being, Work life Balance**

**Succession Planning**

**Sustainable Leadership**

**Growing Leaders of the Future, Building Leadership Capacity**

**New Models of Leadership**

**Research in Leadership – NCSL and others**

**Forging Links with other groups**

**eg : LAs, SSAT, TDA, NASBM / NBA, ECM, CWDC, GTC, ASCL**

**BSF and PCP impact on Leadership**

**Governors and other Stakeholders**

**Other areas identified**

**E-BITT , On-line Networks**

**Leadership for Innovation, Inclusion**

**ECO Leadership – Sustainable Schools**

**ICT Communication**

**Trusts and Academies, Partnerships**

**Draft Agenda for Summer Term Meeting :**

**Date 30<sup>th</sup> April at ELC, Sawston, Cambridge.**

**WTG**

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**1. Welcome, Introductions**

**2. Minutes of last meeting**

**3. Matters arising :**

- **New Members**
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**Updates**

- **National Events**                      **BK**
- **Regional Events**                      **All**
- **ILLP**                                      **WTG**
- **NSC Briefing**                              **CA**

**4. Regional Leaders - Scope and Activity Reports**

**5.**

**6. Members Reports : ( NM - SBM , GC -11 –19 , RR - ECM )**

**7. Strategic Activity - Follow up to Roles**

**Strategies to improve engagement of members and recruit Governors**

**8. NCSL Update**                                      **WTG**

**9. Future Planning**

**a. Events and Programmes, Venues, themes**

**10. Invitation to Sam Gallacher to attend and Update on TDA role/projects**

**11. Date of Next Meeting :    WTG/ CG to advise of date for Autumn/Spring**

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