

NPQH+ Conference

Day One

- 12:30** **Buffet lunch available**
- Time for booking into rooms**
- 14:00** **Welcome and introduction**
 Lead facilitator: Dr Martin Young, Cranford Park Primary
- 14:15** **Sharing Learning Intentions**
 Lead facilitator: Dr Reena Keeble, Cannon Lane First School
- 15:15** **Refreshments**
- 15.45** **Managing the Ambiguity of Headship**
 Lead facilitator: Sir Pritpal Singh, Drayton Manor High School
- 17.45** **Session End**
 Delegates to reflect on the task assigned during the session and be
 prepared to discuss over dinner
- 19.30** Meet for drinks in the bar
- 20:00** **Dinner with discussions at tables**
- 21:00** Follow-up discussion in the library.

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Day Two

- 7.30** **Breakfast**

- 8.30 It's a Team Game: Headteachers and Governors**
Lead facilitator: Peter Lang, Uxbridge High School
- 10.00 Break**
- Checking out of rooms**
- 10.30 Strategy and Finance**
Lead Facilitator: Dr Martin Young. 20-minute general introduction to the notion of strategy, followed by phase-specific workshops for secondary and primary/special delegates.
- 12.15 Strategy and Personnel**
Lead facilitator: Dr Martin Young
- 13.00 Lunch**
- 14.00 Getting the Job: Forms, Interviews and Offers**
Lead facilitator: Dr Reena Keeble
- 14.45 Review of progress against learning intentions**
- Facilitator Panel**
- An opportunity for delegates to reflect on the learning intentions they set themselves at the beginning of the conference. There will also be time to ask questions about the content of any of the five sessions.
- 16.00 Finish**

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Feedback From Delegates

NCSL	EVENT: NPQH+	TOTAL ATTENDANCE: 22		
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Relevance and content	Excellent	Good	Satisfactory	Poor	
Improving your knowledge	11	7			
Relevance of content	16	4			
Fulfilling your expectations	15	5			
Totals	42	16	0	0	58
	72%	28%	0%	0%	

Event Organisation	Excellent	Good	Satisfactory	Poor	
Pre-arrival information (maps, joining instructions)	14	5			
Event location	19	1			
Organisation on the day	16	4			
Totals	49	10	0	0	59
	83%	17%	0%	0%	

Overall	Excellent	Good	Satisfactory	Poor	20
Overall level of satisfaction	16	4			
	80%	20%	0	0	

Totals	107	30	0	0	117
	91%	26%	0%	0%	

Evaluation Comments From Delegates

How, and in what ways has the conference helped you to consider how you will apply for a headship?

- “Getting the job” advice
- Key technical knowledge, finance, strategies leadership, applications. Good to meet with Headteachers in an informal capacity too
- More of an emphasis on the perspective of the head has been very helpful
- Practical tips and anecdotes were invaluable
- Time to reflect on my current position, perceived gaps and future plan of action for myself
- Greater clarity about the nature of the role has helped me have more confidence in being able to articulate/express myself in interviews etc, as an aspirant head, rather than a good deputy.
- By giving practical advice, given info from real personal situations and views.
- Confirming that I can be a head - its not impossible to have a good work/life balance
- Greater pre-application research of the schools I would like to apply for
- Sharper and very practical ideas
- Identify gaps in my skills and seek ways to develop myself
- This events has re-kindled my determination
- It has de-mystified’ the nature of headship and given as clear and practical insight that I can take forward
- Very thought provoking – very helpful to hear ‘proper’ heads share ideas and methodology
- It was very useful to hear HT voices – really practical and relevant – context based
- I was inspired by individual stories and presentations. Great to meet other colleagues and share concerns etc
- Although I felt the content wasn’t new it reiterated for me that I was really for headship as I was able to work through the activities with my peers and had the ability to think as a ‘head’ not a deputy.
- I have changed from ‘I don’t want to be a head’ through ‘Do I?’ to ‘I think I may’. You have provided many tools to support us and make these decisions and think ourselves in to the role
- There is a job for all of us somewhere!
- The conference has given me reassurance – taken away some of the fear
- Discussion and sharing experiences with group of Headteachers was inspiring!
- It has put it in to the real context and made it seem less daunting.
- Improved my confidence – gave me space to think reflect and plan how to apply

In light of the conference, how might issues covered make a difference to your application process?

- Inspired me. Given me the confidence. Helped me to clarify clear issues
- Greater focus on pre-reading re: finance and strategy thinking
- The governors are the key issues in this process.
- More proactive in applying and preparing for interviews and selection processes
- Key priorities and strategic planning current conversations. Broader understanding and therefore the initial relationship with governors - starting at the application form.
- How to express/articulate a more strategic approach - this aspect was covered fairly effectively. This will influence my preparation for any headship interviews I might have
- Preparation would involve a more thorough involvement - preparing answers, research beforehand. Make sure the application is more personal to the school
- Interview skills improved
- Finding out more about the school before applying. A great confidence boost
- When talking through areas I realised I had more of a basic knowledge than I thought - a confidence boost
- Especially in relation to finance ... I feel empowered to take this area of my learning forward
- All of the issues covered have been very helpful
- I felt more keen!
- Support with the application/interview process
- An insight into what is needed when preparing for an interview
- Took some of the fear away
- Good practical advise

- I think I will be more aware of when I'm ready to start making applications
- Many really good points to consider for interviews
- Clearer and more precise
- I will prepare for my gaps

Are there any issues you would have liked to see addresses that were not covered?

- Examples of SEFs, Head teacher reports, school profiles etc
- More on managing capability procedures with staff
- Not really - plenty of opportunity was given to ask questions
- Is leadership succession planning only about headship?
- Key skills in working with LAs and their roles
- Practical role play - could be an optional workshop in answering questions 'as a head'.
- Greater focus on the interview process - questions and range of acceptable responses and answers.
- The facilitators had read our forms and listened to our needs
- Mock interviews, I would have like to have watched one
- Mock interviews/coaching sessions
- I would have liked to have worked through the governors scenarios and had a chance to discuss and listen to the views of others on these scenarios.
- More time brainstorming scenarios with different people
- More in interview techniques ('head' not 'deputy'). Coaching. Built in opportunity for 1:1 or smaller group work – many had very specific issues they wished to unpick.
- How to use your current head to help prepare you for headship
- Role play of questions
- Mock interviews would have been good.

Something that you particularly enjoyed about the event...

- Networking. Inspiring presentations
- Presentations
- Listening to real head teachers.
- The various tips and hints sessions
- Time to discuss and ask heads questions
- Input from current headteachers
- The opportunity to interact with serving heads and to listen to/gain from their insights in to the role of a head
- Networking, Time to reflect, Interactive part of sessions
- Discussion, workshop activities, heads in situ running conference
- Hearing other participants talk about their experiences. Encouragement from the lecturers. Budget setting session simplified the process
- Knowing I was not on my own
- The finance session and the final question session
- Session on governors
- Not being in school! Having the opportunity to talk to other peers, bounce ideas off each other, share experiences and learn from expertise of panel.
- The presentation team – hands on and real for very different styles – worked very well together. Sharing experience
- Time to reflect
- Opportunity to talk to experienced heads
- Meeting such a diverse and cross section of colleagues
- Learning from outstanding Headteachers
- The honest real answers

Something you will take away from the event...

- Practical ideas for getting a headship
- Reflection re: skills and knowledge and networking vision
- A kind of time line for my own 'strategic development'. Lots of really good paper goods
- Practical tips
- The job is more doable than the myth in my head - the barriers have solutions
- A clearer idea of how to present myself as an aspirant head
- Acknowledge gaps and act on them. A more focused approach to preparation, More confident about skills and knowledge I already have
- I can be a head and do it well
- Increased confidence to go for Headship. Preparation/interview techniques
- I can be a head
- Lots of notes that I will use to help my interview technique
- Find manageable strategies to carry out vision
- Lots of useful tips to manage governors.
- Hints for application/interview. Meeting new people who I can share experiences with
- Confidence and clarity of role of head. Budget knowledge and what is setting a budget
- Greater confidence. Useful information – contacts
- More confidence that headship is achievable
- Encouragement. Typed up notes from group discussions
- Having an approach to applications
- Strategies to plug the gaps in my application

Something you would do to improve the event programme...

- We needed more time! Get other schools to experience other leadership styles. Examples of Headteacher reports etc.
- Role play for interview. Capability with under performing staff
- Some individual tuition. Less paired and group work.
- Opportunity to work in some way with all colleagues rather than staying in original groups. An opportunity to unpick the assumptions about what seemed to be generic deputies. Gender balance of the panel related to the participants?
- Keep it reflective and discursive. Avoid populating similar events with a range of time-filling role play and other activities
- Practical interview role play. Do more of the activities - keep lectures/talking to a minimum - maybe you tried to cram in too much in the time you had!
- Video of a model interview would be very helpful. A follow up conference would be very useful
- More time for planned activities - 24 hours is not long enough
- Perhaps two full days
- Possible mock interviews to highlight what you can do to improve
- I would have liked some input that was more directly related to primary.
- More mixing of different groups – to talk and work with a wider sphere of people
- Modelling interviews
- Ensure some choice in sessions so greater personalisation
- Opportunity to try some tasks used in interview (data)summary strengths from documents
- More phase work
- Less theory, more practical
- Increase the anecdotal evidential input from practising heads
- The opportunity to watch modelling headship interviews. To discuss these – positive/negative points
- Need longer – 36 hours
- Organise placement in a primary/junior school
- As well as having follow up phone calls it would be good to have termly get-togethers with all delegates to discuss how things are going. Practical scenarios etc interview situation and observing others being interviews. Could have come with sample applications to analyse and get feedback.