

## **Review of Provision programme**

The Review of Provision programme is challenging and reviewing NCSL's leadership development programmes to ensure that the College's offering continues to meet the needs of school leaders and the broader system in which they operate.

### **The vision for the Review of Provision programme**

The programme will ensure NCSL continues to provide those aspiring to or those in positions of school leadership in England with access to world-class leadership development and related provision that exceeds their expectations.

The programme will achieve this by undertaking a thorough review of leadership development programmes, gaining an understanding of the needs of current and future school leaders, and reviewing leadership development trends and best practice both in England and internationally.

During 2008-2009 the programme will formulate proposals for change, consult the profession on those proposals, and then give advice to ministers.

### **The purpose and scope of the programme**

The programme will form a key element of NCSL's Corporate Plan for 2009-10 and is critical to ensuring we are able to develop school leaders within and beyond the school to transform children's well-being and achievement.

The scope of this programme incorporates NCSL's Leadership Development programmes. It will contribute to the next phase of NCSL's development, setting out key audiences, leadership development programmes, products and services.

### **The different phases/stages of the programme**

The Review of Provision programme consists of the following phases and stages:

#### **Identification phase**

- **Initiation stage (completed)**  
This stage identified the need for the Review of Provision programme which came out of discussions led by Steve Munby, Chief Executive of NCSL, and members of NCSL's strategic leadership team. At a challenge event in September 2007 the strategic leadership team, operational directors and programme representatives reviewed the current leadership programmes.
- **Mobilisation stage (completed)**  
This stage covered the creation of a high level brief for the programme and recruitment activity to deploy individuals into the roles identified within the programme team.

## **Definition phase**

- Definition stage (completed)  
This stage saw the creation of a 'blueprint' for the future of NCSL and a business case for the programme.
- Programme lifecycle review stage (completed)  
This stage saw a high level investigation into the various programme lifecycles employed across NCSL as well as consideration of external best practice. This work is feeding the proposal development stage.
- Review and research stage (completed)  
This stage saw the analysis of the current range of leadership development programmes offered by NCSL and the collation of existing research into leadership development. A segmentation study looked into school leader needs/wants and focus groups were held with school leaders at all levels.
- Proposal development stage (in progress)  
NCSL is using the outputs from the review and research stage to inform the creation of proposals that will lead to changes across NCSL. The College is also working with stakeholders to produce additional proposals based on their knowledge.
- Proposal consultation stage (in progress)  
NCSL is testing proposals with a range of stakeholders to ensure that the proposals are fit-for-purpose. The main consultation is taking place at the eight regional conferences in September and October 2008.

## **Design and Delivery phase**

This phase has not been planned and is entirely dependent on the outputs of the definition phase. Decisions will be made by NCSL's Strategic Leadership Team and advice provided to ministers before this phase can be planned in detail.

## **Close phase**

This phase will see a controlled close to the programme with all activities reverting to business as usual.

## **Consultation**

NCSL is consulting widely with the profession, through a range of events and communications, to ensure appropriate levels of awareness and involvement are achieved across the full range of stakeholders. Consultation over the spring and summer has included meetings with an advisory panel that includes members of professional associations and social partners, committees, NDPB's, headteachers and focus groups with school leaders of all levels. Further consultation is planned at the regional conferences and two further meetings with the advisory panel.

## **Contact**

For further information about the Review of Provision programme please email [reviewofprovision@ncsl.org.uk](mailto:reviewofprovision@ncsl.org.uk).

## **Frequently asked questions**

### **What range of benefits are being sought from the programme?**

There are a number of benefits expected from the programme.

#### **Benefits for school leaders**

- The leadership development programmes will reflect changes in the headship role, giving candidates more appropriate and relevant experiences.
- More personalised and flexible leadership development programmes will more effectively meet the needs of a greater number of leaders with a range of experience and/or working in a variety of contexts.
- Through personalisation and self-directed learning, leaders will be more aware of their individual strengths and areas for development, and become committed to further development.
- Leaders should have an improved understanding of NCSL's leadership development programmes and how these might help meet their leadership development needs.

#### **Benefits for the education system**

- High quality leaders equipped and ready to lead any school, who contribute to a self improving education system.
- The programme will identify smarter ways to extend NCSL's reach and impact to help make a difference to children's lives through excellent school leadership, growing and supporting current and future school leaders so that they can have a positive impact within and beyond their schools.

#### **Benefits for NCSL**

- The revised and refreshed leadership development framework (i.e. the range of programmes and supports) will be recognised as world class by stakeholders.
- Programmes will be most cost effective and deliver greater value for money.
- Programmes will benefit from a common approach to programme development and management from initiation through the life cycle.
- Programmes will be better aligned to future demand.

### **Where and when are the regional conferences?**

NCSL will be consulting widely at eight regional conferences:

25 September – Menzies Hotel, Cambridge  
26 September – Eastwood Hall, Nottingham  
2 October – Heritage Motor Centre, Gaydon  
3 October – Marriott Grosvenor Square, London  
9 October – Rudding Park, Harrogate  
10 October – Marriott Metrocentre, Newcastle  
16 October – Holiday Inn, Taunton  
23 October – Radisson SAS, Manchester Airport

### **When will the review be completed?**

The review work is taking place during 2008, the draft proposals are being consulted on in the autumn at the regional conferences, with advice to ministers being delivered in late 2008. Implementation is likely to begin in early 2009 and to span to 2012.