

# **Associate of the National Academy for Educational Leadership (NAEL)**

## **Invitation for headteachers to apply to join the first pilot cohort**

### **Academy Associates**

#### **The Academy**

The National Academy for Education Leadership (NAEL) is committed to ensuring that Wales is a great place to be an education leader and that through high quality leadership in all our schools we deliver our bold ambition for learners. This means we will commit to equity of access to high-quality leadership development initially for those in schools then extending to wider education settings. We will secure, nurture and inspire leaders across the entire education system. We will do this in partnership with all those who have a part to play in realising the ambition for the Welsh Education system.

That is why, although the Academy is still in the early stages of development, we are looking for a small group of effective and credible headteachers from across Wales to become the first group of Associates of the Academy. These Associates will play an influential role in the first stages of the Academy's development.

The Associates will also play a key role, alongside the NAEL, in delivering on the ambition outlined in ['Education Wales: Our National Mission'](#). The Associates will be role models for school leadership across Wales.

To support this exciting and challenging role, Associates will have the opportunity to engage in the first leadership development programme to be designed and owned by the Academy itself. This programme, which will be exclusively available for Associates, will develop and strengthen the skills and knowledge required to play this strategic and system-leadership role. The first pilot group, while engaging in the programme, will also help to co-construct and refine it for future cohorts.

This is a unique opportunity to ensure that the work of the Academy meets the needs of all leaders in Wales. This first group of Associates will be in a unique position to influence the initial work of the Academy and help secure its standing among school leaders and to shape the Associate role for the future.

#### **The role of the successful Associates will be to:**

1. Ensure that that the Academy understands the contribution school leaders in Wales are making to the future of Welsh children and young people and is able to meet their leadership development needs in a range of ways. The Academy needs to look and feel credible to all headteachers in Wales and the Associates will have a key role in helping fulfill this through ensuring a close and effective working relationship between the Academy and all school leaders.
2. Support specific areas of development by playing a role on working groups and panels that will be endorsing provision for leadership development, and securing the 'voice of practice' within and beyond the Academy.

3. Play a key role in supporting the design, development and commissioning of leadership development provision; engage in research that will support schools as learning organisations; and work on key strategic areas of system-wide improvement.
4. Play a key role in building 'system leadership' capability and capacity across Wales and in helping experienced headteachers develop the capability to support other leaders.
5. Assist in the development of the future programme for Academy Associates using the pilot phase as a platform for improvement.

### **Time commitment**

The expected time commitment required to carry out the role will vary across weeks and according to the interest and expertise of the Associate, but is expected to be no more than a day a week for the first year. A further two years engagement is likely, with future levels of engagement and remuneration subject to negotiation between the Associates and the Academy.

In addition in Year 1 the Associate will take part in a strategic and high-quality system leadership development programme. The detailed design of this is still to be finally agreed but it is expected to require a time commitment of between 8 / 10 days some of which will be twilight and possibly weekend sessions.

The programme will be designed to achieve two outcomes. It will develop the leadership skills required to operate as a system leader and lead strategic reform. It will also help equip you for the role of Associate of the Academy. It will consist of a series of core seminars delivered by international and national presenters and the opportunity to be coached by a senior strategic and system leader. There will be an opportunity for this first group of Associates to work together as a Professional Learning Community addressing issues of national significance on behalf of the Academy and the Welsh Government. To support this the opportunity for engagement with international systems is being explored.

Funding will be available to provide an element of compensation to the school for releasing the Associate to fulfil the role. Funding for release time for the development programme element will be available for teaching heads only.

For the initial 12 months period Welsh Government will provide a contribution to the releasing school of £12,000. Moving forward future funding will be a matter for the Academy to determine in line with its overall priorities, available budget and the level of participation it requires from the Associates.

### **Selection Criteria**

The Academy is keen to ensure that the Associates reflect the diversity of schools and school leadership in Wales. The Academy is aware that highly effective headteachers work in many types of schools and settings. Each of these schools will be at different stages of their improvement journey and all headteachers are invited to consider how far they meet the criteria below and the specific expertise and experience they can bring to the role of the Associate.

At this stage we anticipate recruiting a cohort of around 12 Associates drawn from across the Welsh regions.

**The successful Associate will be expected to demonstrate the following in their current and/or previous roles as a headteacher:**

- a current serving headteacher in a school or other settings with a minimum of five years successful school leadership experience;
- able to demonstrate school improvement across a range of areas in current or previous school(s) or settings;
- able to demonstrate impact in schools other than one's own;
- able to evidence wider work experience that has helped to successfully address system-wide issues at cluster, regional or national level;
- able to show how the commitment to Welsh schools as learning organisations is demonstrated through their leadership.

As this first group of Associates will work with a design and development team to co-construct the Associate Leadership Development programme for subsequent cohorts, an interest in leadership development and adult learning will also be expected.

The following will also be taken into consideration when assessing applications:

- The applicant will need to ensure that there is enough leadership capacity within the school or available to the school from its collaborative working arrangements, for an aspirant leader to step up and lead whilst the Associate is out of school working in the wider system.
- The applicant will be a role model for leadership and the teaching profession in Wales and will need to demonstrate high level interpersonal skills coupled with effective communication.
- The applicant will be subject to confidential and politically sensitive information and will need to demonstrate the ability to work effectively in this context.

## **Application Process**

### **Those interested in the role will:**

1. Be required to seek agreement from their Governing Body and Director of Education prior to applying for the role of Academy Associate.
2. Need to ensure that there is enough leadership capacity within the school for an aspirant leader to step up and lead whilst the Associate is out of school working in the wider system.
3. Need to supply a personal statement and secure two references, along with their names and contact details from the following group:
  - a. A fellow headteacher
  - b. Challenge Adviser
  - c. Director of Education
  - d. Managing Director of regional consortium
4. The personal statement and two references must be submitted to their regional consortium (contact list below). The personal statement should reflect the selection criteria and show the experience and expertise that the candidate can bring to the role of Associate.
  - Your application will be assessed by a panel consisting of NAEL Members and a representative from your Regional Consortium. Successful candidates will be informed in writing by or in the week beginning Feb 5. See timeline below.

- The selection panel will need to make sure that the Associates group includes representation from all four regional consortia. If applicants are not selected on this occasion there will be other opportunities.
- The NAEL welcomes applications from candidates who can demonstrate their capability to work in both English and Welsh.

#### Timeline:

Application process opens <ul style="list-style-type: none"> <li>• Advertised via WG media channels</li> <li>• Advertised via consortia websites / newsletters/ media channels</li> </ul>	insert live date
Application process closes	January 19
Consortia send all applications to named WG Officer and shortlisting takes place	January 19 – 28
NAEL Associates selection panel	w/b January 29
Candidates informed of the outcome from the selection panel by Welsh Government on behalf of the NAEL	w/b February 5
Leadership development programme begins	March 1

To apply please send your application to your local regional consortia:

- EAS: Dr Kevin Palmer – [kevin.palmer@sewaleseas.org.uk](mailto:kevin.palmer@sewaleseas.org.uk)
- GWE: Rhys Howard Hughes - [rhyshowardhughes@gwegogledd.cymru](mailto:rhyshowardhughes@gwegogledd.cymru)
- CSC: Anna Brychan - [Anna.Brychan@cscjes.org.uk](mailto:Anna.Brychan@cscjes.org.uk)
- ERW: Yan James – [yan.james@erw.org.uk](mailto:yan.james@erw.org.uk)

For further information regarding the selection process, please contact:

Tanya Wigfall  
Head of Professional Learning, Leadership and Governors  
School Effectiveness Division  
The Education Directorate  
Welsh Government  
phone: 03000 25 11 01 or 077 72 65 60 50  
e-mail : [Tanya.Wigfall@gov.wales](mailto:Tanya.Wigfall@gov.wales)

For further information about the National Academy of Educational Leadership, you may wish to see the latest news on the Academy here:

<http://gov.wales/newsroom/educationandskills/2016/new-national-academy-for-educational-leadership-announced/?lang=en>