

Leadership Action Plan

What we intend to do:	How we will do it:
Support primary Head Teachers to lead transformation in the culture of their schools and learning communities, through reflection on their leadership style and ability to effect change.	<ul style="list-style-type: none"> • SWEIC event facilitated by Columba 1400 staff to support reflection on leadership practice related to 1.3 Leadership of Change. • Professional reading set prior to the event to support reflection on leadership • Heads will work in Families of Schools at this event to support collaborative practice
Build leadership capacity through opportunities for sharing practice and collaboration	<ul style="list-style-type: none"> • Communication strategy to be developed facilitated by key questions • Identification of leadership practice to share • Calendar of activities developed • Leaders identify appropriate opportunities/experiences to engage in • Experiences are facilitated • A range of experiences are filmed and resources shared via the Glow tile • Evaluations of impact developed, implemented and analysed. This activity will be enhanced with specific case studies demonstrating impact on learners.
Build leadership capacity within our subject specific middle leaders across the SWEIC through a bespoke programme of leadership development with a specific curricular focus.	<ul style="list-style-type: none"> • Work with partners in PLL and the ES RIC team to devise a bespoke programme for secondary subject leaders in three identified subject areas to support collaboration across the SWEIC • Face to face sessions four times by June 2020 • Facilitate electronic sharing via Teams in Glow
Build leadership capacity within our pastoral leaders across the SWEIC through a bespoke programme of leadership development with a specific focus on personal and social education.	<ul style="list-style-type: none"> • Work with partners in PLL and the ES RIC team to devise a bespoke programme for pastoral leaders to support collaboration across the SWEIC focused on personal and social education • Face to face sessions four times by June 2020 • Facilitate electronic sharing via Teams in Glow
Deepen and develop staff confidence and capability to apply non-directive coaching to support leadership.	<ul style="list-style-type: none"> • Coaching for Success programme run by EAC to be offered to leaders across the SWEIC. • Blended model of professional reading, application of learning in own setting and four face to face sessions

