

## Leadership Residency Programme

An immersive leadership development opportunity for senior leaders or prospective senior leaders to strengthen collaboration within and between Network of Excellence hubs

### Overview of programme:

The Leadership Residency Programme (LRP) is a development programme for school leaders with a focus on experiential learning, feedback, reflection and coaching. It is delivered through a Challenge Partners hub, and those hubs which choose to run the programme, are given frameworks and support by Challenge Partners. The aim is to provide leaders with experience in another school environment; the host school gains valuable feedback and analysis, and the participant's school may gain from the practice of another school; collaborative relationships within the hub are strengthened.

It involves a two- to three- day residency at a host school and post-residency cascade of learning to both host school and the participant's school. Although timings will vary, the leadership residency matching typically takes place in the autumn term, with the residencies and reflection sessions taking place in the spring term.

### What does it involve?

The programme requires a senior leader (or prospective senior leader) to be matched with a participating school. Once matched the senior leader spends two to three days immersed at the matched school learning about ways of working, observing best practice and providing thoughtful challenge to the host schools. At the end of the residency, senior leaders present their learning and findings to their host school, and to their own schools upon their return.

How is this arranged?

- 1) Hubs express an interest in LRP to Challenge Partners central team
- 2) Senior Partners or Hub Managers from within the hub attend a half day training session on the programme led by Challenge Partners, learning more about the benefits for their schools, how to implement the programme and make the most of the experience
- 3) Hubs are provided with a pack of resources and material to support them to establish leadership residencies within their hub and with participating schools
- 4) A central lead from within the hub is tasked to co-ordinate the programme: recruiting participating SLT and supporting participating schools so they get the most from the learning experience. Challenge Partners team are on hand to support the hub lead to establish this within their hub
- 5) The hub lead matches SLT with host schools and works within the hub to communicate the programme and monitor its progress
- 6) Leadership residencies get under way with senior leaders spending two or three days in a host school over the course of the academic year
- 7) Hub leads monitor the progress, collate learning from the programme for all involved and share the hubs experiences with the wider Challenge Partners network

### What will it require?

Hubs wishing to participate in the LRP will need to provide staff to participate and resources to accommodate visiting residencies. These involve:

Hub lead role (typically the Hub Manager and/or Senior Partner)

- Attend a half day training on the programme (October 2019)
- Present to hubs following LRP training, and recruit participating schools
- Match senior leaders and host schools from across the hub, or work with other participating hubs to enable a wider field for matches
- Support residencies in progress
- Monitor and feedback to Challenge Partners on outcomes of the programme

Participating SLT

- Two or three days out of school to be spent in a host school. Two of those days must be consecutive days
- To openly discuss with host school what you wish to learn and take away from the residency, working with the host school to shape the visit Understanding and communicating what learning is to be gained from the experience
- Willingness to get involved with the community of the host school, seeking out learning opportunities and offering expertise and support
- At the end of the residency to provide a short presentation to the host school on experiences gained
- Cascade learning from the LRP back in own school

Participating host schools

- Host a SLT member from another hub school for two or three days. Two of those days to be consecutive days
- Work with the SLT member to shape their visit to ensure it meets the needs of host school and visiting SLT Understanding and communicating what learning is to be gained from having an external SLT within your school
- Willingness and openness to involve visiting SLT in the community of the school, seeking out learning opportunities for them and the host school in turn
- At the end of the residency to take time to listen and reflect with SLT resident on their learnings and experiences, seeking feedback on improvements for your own school
- Cascade learning from hosting a residency across your school

To express your interest for this programme please contact the central team manager  
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