



# How England identifies and develops school headteachers

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# Context in England

- 23,000 state schools each with a headteacher
- 3,500 secondary schools
- 150 Local Authorities
- Run by the government Department for Children, Schools and Families (DCSF)
- National College for School Leadership (NCSL)
- Association of School and College Leaders (ASCL)

# Identification

- Within school
- Local Authority
- Self assessment

# NCSL programmes

- Middle leaders
- Aspiring leaders
- New headteachers
- Experienced headteachers

# Aspiring headteachers

- National professional qualification for headship (NPQH)
- Future leaders
- Associate headteacher programme
- International leadership programme
- Be a head
- Leadership pathways
- Equal access to promotion

# New headteachers

- Early headship provision
- New visions
- Safer recruitment
- City Challenge leadership strategy
- International leadership learning programme

# Succession planning

- Local leadership groups
- Website *Tomorrow leaders today*
- Governor engagement campaign
- Be a head initiative
- NPQH 8,000 targeted leaders

# Barriers

- Capacity and workload of Local Authorities
- Competition with other national initiatives
- Women and ethnic groups under-represented
- Faith schools and challenging schools fewer candidates
- Perception of headship is limiting applications(16,000 NPQH graduates not in headship)

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