



Grammar School Heads Association

School Development Partner Programme

GSHA is pleased to offer a new programme to support Headteacher and governors in achieve their school's goals. Building on the concept of a School Improvement Partner, GSHA can offer schools the services of a School Development Partner, an experienced grammar school headteacher with experience of working broadly across the sector.

The School Development Partner (SDP) will help Headteachers develop clear objectives through the appraisal process and work with them to maximise the impact of their leadership, covering the full spectrum of the school's work. GSHA is uniquely well-placed to provide schools with the ability to compare their school with the grammar school sector, to validate good practice and to endorse risk.

The programme will typically consist of three one day visits to the school. Day 1 will enable the SDP to get to know the school and the headteacher and begin to identify specific areas for focus. On Day 2, the SDP will act as the external advisor for the headteacher's appraisal, helping governors review the headteacher's leadership over the previous year and identify and shape objectives which will support the school's development over the year to come.

The content of Day 3 will be negotiated with the school and will vary depending on the focus of the headteacher's objectives and the School Development Plan. Typically, it might involve testing aspects of the plan in practice, meeting with teachers and leaders to assess impact or undertaking a 'deep dive' into a particular aspect of the school's work. The School Development Partner will also be available to support the headteacher by phone or email during the year.

As part of the package, schools will also be able to purchase additional days for the School Development Partner to carry out such roles as training for the governing body or planning a 360 appraisal.

The cost of the programme will be £1500.

To register your interest, or for a further discussion please contact GSHA Chief Executive - Dr Mark Fenton gshaceo@gmail.com