

Early Headship Coaching Offer (EHCO)

Qualification Specification

AT A GLANCE

Period of Support: **12 months**

Support options

- ✔ 1:1 Coaching
- ✔ Peer led support networks
- ✔ Expert conversations

About

The the Early Headship Coaching Offer (EHCO) is an unassessed DfE fully funded targeted package of support aimed at new headteachers who are in their first five years of headship.

The structured, support programme is based on the best available evidence about what makes an effective Headteacher. It is available for all new eligible headteachers regardless of phase or context. We have created a supportive programme that is personalised and flexible, practical and self-led.

The delivery of the programme is shaped by a Skills Audit supported by a Leadership Coach to help participants decide which content areas will be most beneficial and have the biggest impact on participants' practice. The programme takes place over four terms.

Benefits for participants

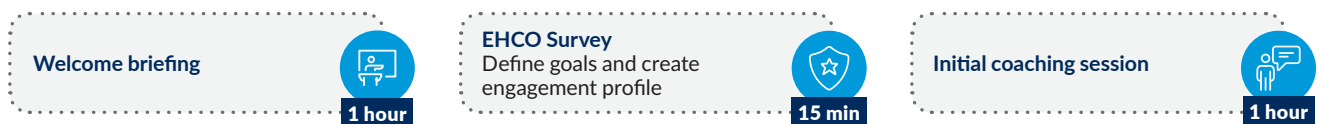
This programme will support new school leaders to develop further, creating professionally aware and well-informed leaders who can approach challenges effectively and lead school teams cohesively.

- ✓ Flexible, blended learning to integrate into the working week
- ✓ Builds on the ten NPQH Content Areas and Headteacher Standards
- ✓ Personalised learning pathways tailored to participants' priorities
- ✓ Peer led support networks
- ✓ 'Core business' insight from expert practitioners
- ✓ Leadership coaching
- ✓ Connecting with other new headteachers – opportunities to develop regional networks
- ✓ School leader powerful conversation
- ✓ 1:1 Impact review

Early Headship Coaching Offer Programme Structure

Induction

These 3 sessions are compulsory



Early Headship Coaching Offer Menu

Coaching Pathway

- Three one hour 1:1 coaching sessions
- Three one and a half hour expert-led group coaching/mentoring sessions.
- Peer Network Discussion Boards.

Access to:

- Recorded leadership 'Core Business' insights podcasts by experienced leaders
- An online library of research materials, recordings and podcasts

Reflection and feedback

Final coaching session & Impact Review

Reflective journal



Personal Coaching Pathway

Designed for participants who want leadership coaching as the key element of the programme.

The table below shows the elements of the programme more clearly

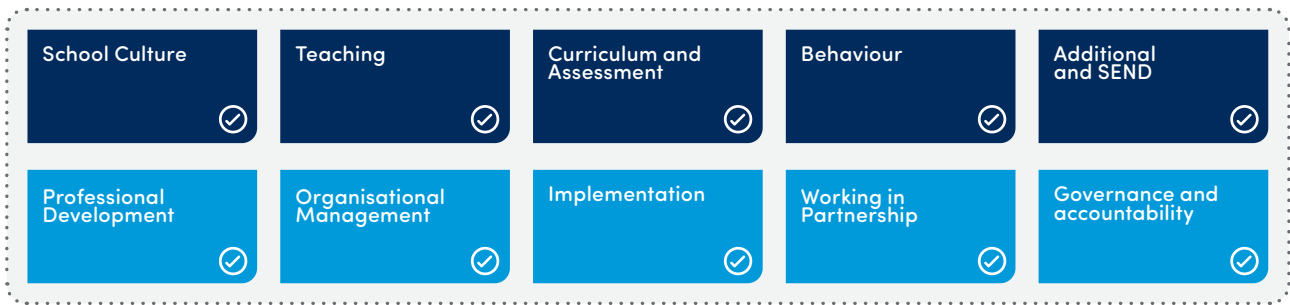
Support	What does it consist of?	Duration
1. Leadership Coaching	Leadership one to one coaching sessions aligned to the three priority content areas identified in the skills audit.	<input checked="" type="checkbox"/> Five 1:1 one hour sessions (Including Induction and Impact review)
2. Expert-led group coaching/ mentoring sessions	Experienced school leaders facilitating powerful conversations aligned to the priority content areas, supporting leadership development using a coaching/mentoring approach.	<input checked="" type="checkbox"/> Three one and a half hour sessions across the programme
3. Peer network discussion board	Opportunity for you to have discussions with your peers on the programme, around key themes that will link to the roles and responsibilities of Headship. These key themes will also be linked to the discussions in the Core Business recorded insights podcasts that are available.	<input checked="" type="checkbox"/> Monthly themes/boards open for the duration of programme
4. School leader 'core business' recorded insights	Recorded leadership 'core business'. Practical headship insights led by expert practitioners.	<input checked="" type="checkbox"/> Access via Canvas
5. Online resource library	Access via canvas to an online library of research material, practice pieces and podcasts aligned to three chosen content areas.	<input checked="" type="checkbox"/> Library





Core Content Areas

During the programme participants will focus on three of these core content areas.



Programme intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

This programme offer is remotely delivered through the online Canvas Virtual Learning Environment (VLE), webinars and Leadership Coaching calls will be conducted via Zoom or Microsoft Teams.

Programme Duration

Participants will self-manage their learning pathway with support from their leadership coach. Participants will complete the programme within a 12month or four term period.

Entry Requirements

The Early Headship Coaching Offer is for serving headteachers who are in their first five years of headship who:

- are currently taking the existing NPQH
- have completed the reformed NPQH and are in their first two years of headship
- have completed a legacy NPQH regardless of when they finished it providing, they are within their first two years of headship.

It is available for all new eligible headteachers regardless of phase or context.

Cost

The DfE will fund all participants in state funded schools who meet the above entry requirements.



How to apply

Please apply through our website at outstandingleaders.org/ehco

Contact us

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info@outstandingleaders.org
outstandingleaders.org



Accredited NPQ provider



Department for Education