

Leadership Growth and Development in Hampshire

Carolyn Hughan

carolyn.hughan@hants.gov.uk



Hampshire
County Council



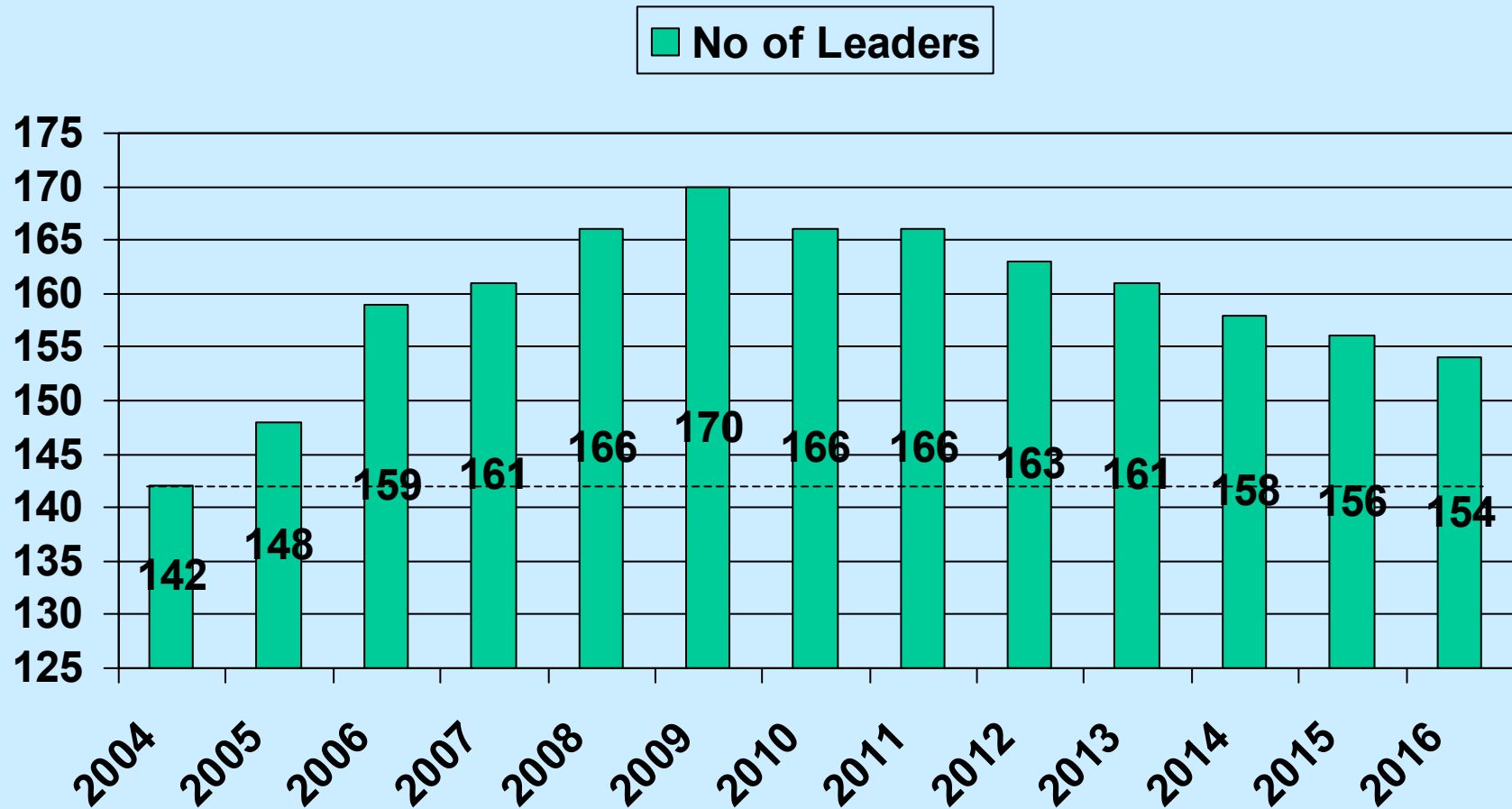
Leadership Growth and Development in Hampshire

Current leadership population

	Primary	Secondary	Special
No of leaders -			
Headteachers	433	68	34
Deputies/assistants	407	300	45
Gender (% male % female)	(35 – 65)	(61 – 39)	(45 – 55)
Age profile - % leaders age 50+			
Your LEA	49.6	46.9	54.3
National average	48.5	49.9	52.1

Leadership Growth and Development in Hampshire

Recruitment forecast

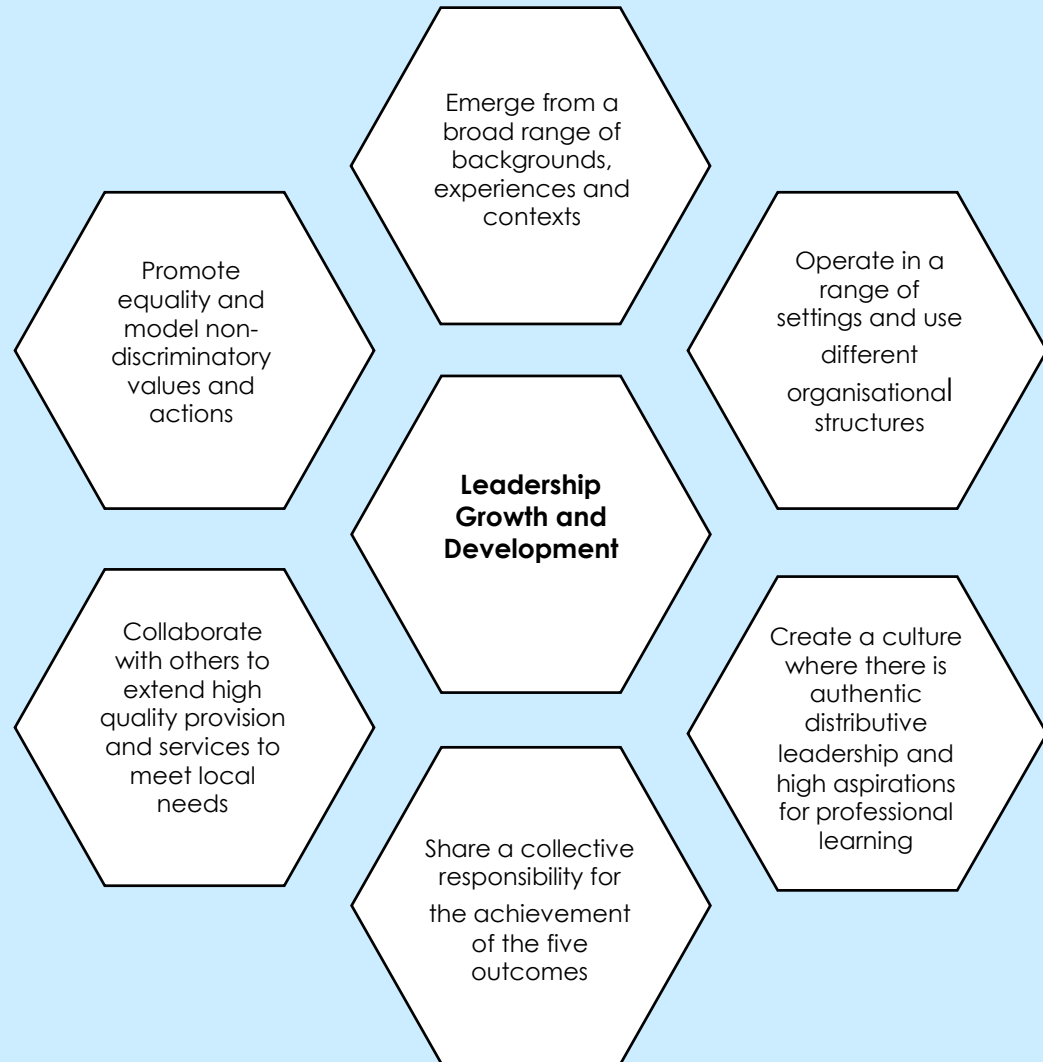


Hampshire
County Council



Leadership Growth and Development in Hampshire

Our framework for the growth and development of leaders in Hampshire is founded on the recognition that effective leaders



Leadership Growth and Development in Hampshire

2006-7 initiatives:

- NCSL pilot – succession planning for school leaders
- Conference 6th November – Professor John West Burnham
- Training Programme Writing Group – cross phase
- Collaborative learning groups
- HTLC Directory and bespoke training programmes
- Coaching training for experienced heads
- Evaluating School Improvement Partners work
- Communications e.g. Leadership and Learning newsletter, Headlines

Leadership Growth and Development in Hampshire

Implications:

- Strategic planning; succession planning
- Building capacity; changing the culture
- Recruitment and induction
- Training and development opportunities – school, networks
- Performance management