



Continuous Leadership Support

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Good quality, regular, line management to provide professional support to discuss key work streams and career development.



MLT Professional Behaviour Framework and Development Guide.

A framework used by all staff to develop professional behaviours and leadership competencies.



Membership of cross-Trust Subject Collaborative Driver Groups.

There is a collaborative driver group for every subject, sharing and maximising expertise, driving standards for all.

Membership of cross-Trust 'Whole School Leadership' Collaborative Driver Groups.

There is a collaborative driver group for every area of whole school leadership, sharing and maximising expertise, driving standards for all.

Access to all NPQ Programmes, including NPQH:

NPQ EYL	Early Years Leadership
NPQ LPM	Leading Primary Maths
NPQ LL	Leading Literacy
NPQ LT	Leading Teaching
NPQ LTD	Leading Teacher Development
NPQ LBC	Leading Behaviour and Culture
NPQ SL	Senior Leadership
NPQ H	Headship
NPQ EL	Executive Leadership

MLT Leadership Development Programme for all leaders and aspiring leaders:

Session 1	Introduction to Leadership
Session 2	Culture and Vision
Session 3	Public Speaking
Session 4	Leading effective teams
Session 5	Leading and developing staff
Session 6	Leading the curriculum
Session 7	Leading teaching and learning
Session 8	Managing risk and resource
Session 9	Personal well-being and effectiveness

MLT programme of bespoke support and PLD for aspiring Principals.

Support and encouragement to undertake annual study tours to visit excellent practice across the country.

Clear Trust School Improvement framework, which guides continuous improvement, whilst allowing leaders to have aligned autonomy and be creative.

Agile 'Quad' visits and curriculum reviews, focused on school improvement:

- Opportunities for both internal, cross-Trust and external reviews of the areas that you lead, to support continuous improvement.
- Opportunities to join other 'Quad' visits and reviews across the Trust to QA other Trust schools in the areas that you lead.

Calendared cycle of internal and external Trust Audits, in the following areas, ensuring our practice is up to date and continuously improving:

- **Safeguarding**
- **Single Central Record**
- **Medical**
- **CPOMs deep dive**

Whole School Middle Leader meetings and assessment calendar.



Wider Leadership Reading. Shared and focused leadership reading every week.



Strategic use of development posts which give middle leaders the opportunity to experience senior leadership without making the long term commitment.



Supervision for Leaders of SEND and Safeguarding.

Key Opportunities

Aspiring leaders to attend a series of SLT meetings over a half term.

Shadow any middle or senior leadership role across the Trust.

To be a Governor in a Primary or Secondary Academy within the Trust to further develop understanding of whole school systems.





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