



# Leadership Scholars

## What is a Leadership Scholar?

Castle Phoenix Trust offers Scholarships in Leadership to those who have proven they are ready to take on a new level of leadership challenge, and need to acquire the skills ready to do so. A scholarship is awarded alongside a specific leadership responsibility, enhancing your ability to carry out that role, and can therefore only be awarded by the headteacher of each school. The scholarship itself lasts for two years, and can start at any point in the academic year.

The scholarship programme will support you in developing the skills, knowledge, understanding and confidence you need to be a highly effective leader able to contribute to the strategic development of your school, through a pastoral, academic, admin or other team.









## Scholarship overview

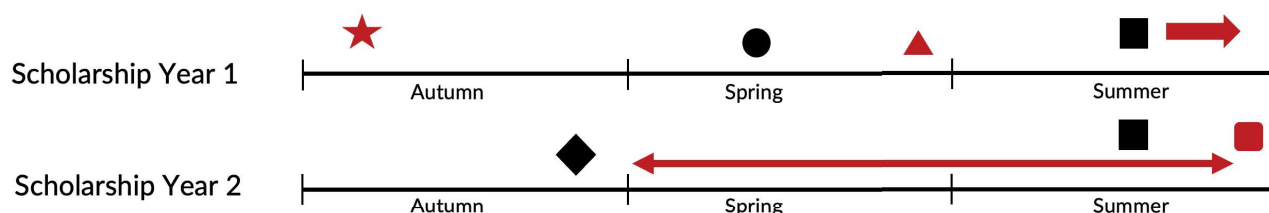
The Scholarship will include each of the elements in the table below, focusing the programme to meet your priorities through your challenge project, Insights Discovery profile and scholarship residency. You will have two opportunities to report directly to a senior leadership team, gaining experience of presenting your intentions and their impact on whole-school development.

## For further information

For more information contact Steff Hutchinson.

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Element	What and when	Objectives
<b>Insights Discovery profile and debrief</b> 	Individual online questionnaire plus coaching session; term 1 of scholarship. Led by Steff Hutchinson	<ul style="list-style-type: none"> <li>Gain self-awareness: understanding your style, your strengths and the value you bring to the teams you work in</li> <li>Gain awareness of your own and others' communication preferences</li> <li>Connect better with colleagues, improving collaboration</li> </ul>
<b>Extend yourself</b> 	Online learning module, to be completed within year 1	<ul style="list-style-type: none"> <li>Strategic thinking</li> <li>Leading people</li> </ul>
<b>Understanding colour energies within leadership</b> 	Face-to-face, group workshop, year 1, Spring term. Led by Steff Hutchinson	<ul style="list-style-type: none"> <li>Understand why and how people behave the way they do</li> <li>Make the most of relationships that affect you in the workplace</li> <li>Lead others with authenticity</li> <li>Use a common language for emotional intelligence, to help overcome challenges and conflict</li> </ul>
<b>Leadership competencies</b> 	Face-to-face, group workshop, year 1 and 2, Summer term, during Trust conference. Led by Becky Clare and Steff Hutchinson	<ul style="list-style-type: none"> <li>Understand and be able to use the face of leadership</li> <li>Develop skills in presenting your intent, implementation and impact to an audience</li> <li>Network with other Leadership Scholars</li> <li>Prepare for your residency feedback session</li> <li>Prepare for your challenge project feedback session</li> </ul>
<b>Building a leadership portfolio</b> 	Online workshop, December before Challenge Project. Led by Alex Handy	<ul style="list-style-type: none"> <li>Use Firefly to build a leadership portfolio</li> <li>Use Explain Everything to present ideas and outcomes to an audience</li> </ul>
<b>Scholarship residency</b> 	Two half days in another school within Castle Phoenix Trust, Summer term before Challenge Project.	<p>The host school will pose a question for you to explore in their setting, using QA processes.</p> <ul style="list-style-type: none"> <li>Analyse the current position to identify causes and impacts of the issue raised</li> <li>Identify measurable targets for improvements</li> <li>Research potential solutions</li> <li>Identify potential actions needed to address the issue</li> <li>Feedback to the host school's SLT</li> </ul>
<b>Challenge project</b> 	Ongoing leadership project, throughout Spring and Summer term, year 2. Including individual virtual meeting in January to agree project question.	<ul style="list-style-type: none"> <li>Identify an issue within your area of responsibility</li> <li>Research and understand the initial data</li> <li>Research and generate potential solutions</li> <li>Action plan to effect change within your area of responsibility</li> <li>Carry out and amend action plan</li> <li>Monitoring and review</li> <li>Feedback to your school's SLT</li> </ul>
<b>Leadership portfolio</b> 	Firefly portfolio of evidence from the two-year scholarship.	<ul style="list-style-type: none"> <li>Record and be able to demonstrate your development as a leader</li> <li>Reflect on your leadership journey</li> <li>Understand how you are meeting the leadership competencies</li> <li>Include your Residency and Challenge project reports</li> </ul>



**'Growing confident learners' by 'Leading, Learning and Excelling together'**

