

**ANGUS COUNCIL****ANGUS COUNCIL - 11 AUGUST 2015****New National “Into Headship” Programme****Background**

Leadership development is a key area of focus in Scottish education and while there is a clear commitment to the development of leadership at all levels within school, the specialist role of headteachers must also be recognised. A consistent finding from school effectiveness and school improvement literature is the significance of headship in the development and performance of a school.

To ensure aspiring and new headteachers are supported to develop and continue to build the necessary knowledge, skills, understanding and capabilities required of senior leaders, a new national “Into Headship” qualification will be launched in September 2015. The qualification will be administered by the Scottish College for Educational Leadership (SCEL). It should be noted that the Scottish Government intends to legislate to make this qualification mandatory from session 2018/19 for all new headteachers. The aims of the “Into Headship” qualification are:

- To foster a future orientated strategic stance to initiate and lead change for improvement through engagement with the full school community;
- To build and apply sound knowledge and understanding of strategic leadership and management theories and practices in the context of the role of the headteacher;
- To develop an understanding of the place of values in leading a school community and explore ways of addressing some of the challenges this poses;
- To develop practice in the use of critical enquiry and reflection to evaluate and strengthen the impact of their practices on the school community;
- To enhance interpersonal and personal skills, confidence and resilience for those preparing to move into headship.

**Outcome**

There is a clear need to continue to refresh the pool of local candidates who will be in a position to take up headship positions over the next few years. To this end, Angus Council has entered into a partnership with the University of Dundee to deliver this new qualification, which replaces the Scottish Qualification for Headship (SQH). We will take 5 to 6 suitable candidates through this new programme during 2015-16, with similar numbers in future years. However, the number entering the programme will be kept under review and is dependent on workforce profiles.

Applications for entry to the programme were invited from suitably qualified practitioners at the end of session 2014-2015, with selection interviews being carried out in August 2015. Across Scotland candidates are expected to contribute to the course fees. The remaining cost is being funded by the Scottish Government for 2015/16 although this is likely to be reviewed. On successful completion of the qualification, candidates will be awarded a postgraduate certificate with 60 credits and be awarded the Standard for Headship. Following their first appointment as a headteacher, candidates will be able to undertake the Extended Induction programme, which awards a further 60 Masters credits.

The “Into Headship” qualification is a key component of the Educational Leadership Development Framework for the People Directorate, launched in May 2015.

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