



Sandstone Trust

Experiencing
excellence through
dynamic partnerships





Respect



Collaboration



Honesty



Exploration

Our Values

VISION

As an ambitious and dynamic partnership that seeks to attract and retain the best staff at all levels, the Sandstone Trust offers its colleagues comprehensive professional development and support at all stages.

Professional Development at the Sandstone Trust is bespoke to colleagues and context and is delivered as part of a planned progression route through our Trust.

Colleagues can expect to learn from experience within and beyond the Trust with professional development that draws on in-house and external expertise.

Sandstone Trust schools aim to develop high quality, innovative and evidence-based pedagogy with our colleagues and to strengthen our practice with shared experiences and through professional learning communities and specialist network groups.

Our training offer blends face to face, online and asynchronous training opportunities in order to ensure well-being and work-life balance is always our focus.



INVESTING IN YOUR LEADERSHIP DEVELOPMENT

- Professional development and support for your next step
- Bespoke to your developmental needs
- Part of our progression route
- Learn from experience within and beyond the Trust
- Share experiences
- Be part of a professional learning community
- Develop your leadership network
- Benefit from face to face training and personalised mentoring



LEADERSHIP PROGRAMMES

ASPIRING TO MIDDLE LEADERSHIP

Aim: To develop your leadership skills

Primary - Aspiring to:

- KS Leadership
- Whole School Development

Secondary - Aspiring to:

- Subject Leadership
- Pastoral Leadership

ASPIRING TO SENIOR LEADERSHIP

Aim: To extend your leadership capacity

Aspiring to:

- Lead whole school development

A black and white photograph of a man with a beard and long hair, wearing a light-colored shirt and a lanyard, smiling as he paints a mural on a wall. He is holding a paintbrush and has a paint can nearby. The background shows a classroom setting with various items on the wall and other people in the distance.

KEY ASPECTS OF THE PROGRAMME

- Skills gap analysis
- In-school leadership project
- Practical leadership training
- Targeted group professional development
- Personalised mentoring
- Collaborative peer support and challenge





THE PROGRAMME



NEEDS ANALYSIS & PLANNING

EARLY SEPTEMBER

Launch Event - Twilight at Dragon Hall

- Explore Sandstone Trust Leadership Project Model
- Networking
- Explore Leadership Needs Analysis

Independent Work

- Complete Leadership Needs Analysis

LATE SEPTEMBER

Network Meeting at Sandstone Trust Suite

- Share draft project ideas based on Gap Analysis
- Peer Support and Challenge
- Explore Sandstone Trust Action Planning

Independent Work

- Confirm Project with appropriate leaders
- Complete Action Plans





PREPARING TO LEAD

November Network Meeting

- Small group presentations of project plans
- Exploring Barriers – predicting and pre-thinking potential difficulties/unintended consequences and refining timescales
- Time management skills for successful leadership



PROJECT DELIVERY

Network Meetings (Hosted in Sandstone Trust Schools)

- January / March / May

Agenda

- Keynote Speakers – Aspects of Leadership
- Progress Updates

Independent Work

- Refine Actions



CELEBRATION, EVALUATION & NEXT STEPS

JULY – NETWORKING MEETING

- Present outcomes of project
- Reflect on leadership development
- Define next steps for Leadership Development

JULY – IN SCHOOLS

AML – Present to SLT/Governors

ASL – Present to Trust Leaders/Trustees



APPLICATIONS

June

- Applications open
- Application available on Sandstone Trust website under Trust Information
- Discuss with your headteacher
- Application deadline 9.00am 8th July

July

- Confirmation of places