How to make the step up to senior leadership

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How to make the step up to senior leadership

1. My journey
2. Getting whole-school experience
3. Preparing for the move to SLT
4. What to expect as a new member of SLT
5. Looking for positions
6. Preparing for the interview process
Getting whole-school experience
Can you give us an example of how you have led a team to improve the outcomes for students?

Leadership skills

Leadership style

Measurable

Over a significant period of time

Monitoring, review and evaluated
Getting whole-school experience

Possible opportunities:

SIP, Ofsted report, personal experience or anecdote

Literacy strategies

Groups of underachieving students

Embed effective teaching and learning strategies

Supporting the improvement or development of staff
Preparing to move to SLT

Make yourself irresistible
Preparing to move to SLT

Experience:

- Apply for roles that match your skill set.
- Reflect on how you feel about your current role.
- Explore job specifications
- Have professional conversations with SLT
- Fill the gaps
- Make sure you can answer challenging questions
What to expect as a new member of SLT

I don’t have a clue what I’m doing and everyone knows it.
What to expect as a new member of SLT

In the classroom

In the corridor

You don’t know a lot of things

You have to be available

Your job is all about other people
Looking for positions

Don’t rush it

Alignment is vital

Web based searches

A specific Trust or school in mind

Word of mouth

In house promotion
Preparing for the interview process

What could the interview look like?

Could be two days
Pressurised tasks: time, people, type
Organisation tasks
Staff panels
Written tasks
Data
Student panel
Presentation
Preparing for the interview process

It’s been a long day.
Preparing for the interview process

How can you prepare?

Know your own values

Know your leadership styles and when you would apply them.

Practice difficult questions

Handling difficult situations

Know the school inside and out

Be ready to make sure this is the right role and school for you

Make sure your presentation is interesting
Thank you

Shonagh Reid, assistant principal

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