**Local Leaders of Education LLE (YH)**

In the December 2016 the National College for Teaching and Leadership confirmed changes to the LLE programme – the programme being devolved to teaching schools following a successful pilot. Teaching schools will not be required to confirm LLE designations to NCTL in the future (as they do currently with SLEs).  Local leaders of education data is to be held and maintained locally by teaching schools.

In anticipation of this development discussions were held at the Yorkshire and Humber TSA meeting on Thursday 6th of October. The following recommendations emerged from this discussion:

* Criteria for LLEs should be agreed across the region and a regional register established and held by the TSC regional representative
* A formal process of application and designation should be agreed. TSAs will be able to recruit to meet their locality needs but the LLEs will meet a regional standard.
* TSAs should undertake an audit of local capacity and need to inform their recruitment
* Existing NLEs and experienced system leaders should be involved in the recruitment, selection and induction process
* Quality professional learning should be offered locally and regionally to support LLEs and enable them to consider applying for NLE status
* The pilot TSAs should share their processes and resources via a ‘train the trainer’ model.
* A regional board should be established to agree the criteria, share the protocol and guard the standard

In January 2017 a group of TSA / TSC representatives met to formulate a plan for regional delivery as set out below. This is to be share with TSAs on 31st January and any feedback should be given to Diane Heritage TSC Adviser [dmheritage@hotmail.com](mailto:dmheritage@hotmail.com) before February 10th. Following that date documentation and a suggested timeline will be posted on the YHTSC website.

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| **Theme** | **Recommendation** | **Guidance and support** |
| **Criteria** | **Designation criteria** – *Rationale – It is important that we maintain a regional and equitable bar for the brand. The criteria must complement the criteria for NLEs and SLEs in terms of having differentiation between the roles.* | ***Criteria:***  *To be eligible to be a YH local leader of education, you must:*   * *have at least 3 years of experience as a serving headteacher (including any period as acting head or head of school)* * *have an Ofsted rating of good* * *expect to remain at your current school for at least 2 years after being selected* * *have accountability for one or more school(s) that meet the criteria below* * *have the support of your school’s governing body / trust board* * *demonstrate that you have the ability and capacity to support another school to improve* * *demonstrate that you have sufficient experience providing support as a coach or mentor to another headteacher or senior member of staff at a school other than your own* * *commit to the time expectations and induction and training as specified by the TSA*   ***Criteria for the headteacher’s school***  *For you to be considered as a local leader of education, your current school must:*   * *have an Ofsted rating of good* * *show consistently high levels of pupil performance or a trend of continued improvement* * *be above* [*current minimum standards*](http://www.education.gov.uk/schools/performance/fs_13/index.html) *set by the government* * *have experienced senior leaders with capacity to work with other schools*   *If you are applying as a sixth form college, you must be able to show evidence of supporting schools in addition to any support provided to sixth form colleges.*  NCTL guidance [LLE eligibility criteria](http://tscouncil.org.uk/wp-content/uploads/2017/01/LLE-eligibility-criteria.doc) |
| **Association** | **Association**  *All TSA will be sent the regional list of existing LLEs and should contact LLEs within their area and invite them to associate with a local TSA.*  *The TSC representative will contact existing LLEs in March 2017 with information and to encourage them to associate with a TSA.*  *Pen portraits for NLEs, LLEs and SLEs should be available on each TSA website.* | *Commissions for LLE support currently come from a variety of sources, including but not limited to, schools, LAs, dioceses, RSC and MATs. All commissions will be brokered through a TSA. LLEs associating with a TSA or a single strategic entity e.g. a collaborative/formal grouping of TSA, will agree for their deployments to be exclusively brokered through that TSA/strategic TSA grouping.*  *Commissions and deployments may take place within and beyond the TSA.*  *The ‘association’ model will work in a similar way to the specialist leader of education (SLE) model.*  ***Principles of association:***   * *Association must not duplicate the designation process; it is solely an agreement between the LLE and TSA/strategic TSA grouping that the TSA will exclusively broker their deployments.* * *LLEs should only associate with one TSA/strategic TSA grouping at any one time; this is to avoid duplication particularly with regards to reporting.* * *LLEs designated by TSA/strategic TSA groupings will be automatically associated with them.* * *TSAs should approach existing LLEs to instigate association or vice versa, ultimately it will be the choice of LLEs who they associate with.* * *An association between a LLE and TSA/strategic TSA grouping should result in automatic alliance membership for the LLE’s school.* * *TSA will receive and seek commissions for their associated LLEs; broker, process payment, support and QA deployments accordingly.* * *TSA will offer training and professional development* |
| **Application and selection** | *TSAs should use local intelligence and data to forecast demand and recruit according to need.* | *Application should be made through an application form and references will be requested. An assessment day would be held to assess skills and competencies required for successful school to school support.*  *TSC will provide a set of competencies and a regional application form / assessment grid to support recruitment process.*  *NLEs and experienced system leaders should be involved in the recruitment and selection process. It is strongly advised that a representative from another TSA sits on the panel.* |
| **Induction and training** | *TSAs should work collaboratively to offer high quality induction and ongoing training.* | *All TSAs should offer an induction session. This may be offered in partnership with other TSAs locally. TSAs would provide a Memorandum of Understanding which agrees the relationship between the system leader and the TSA.* |
| **Commissioning** | *TSAs should develop commissioning models with local and regional clients.* | *Principles for commissioning:*   * *Requests for deployment should be channelled through a single mechanism* * *A clear overview of the process should be provided to ensure the client and system leader have clarity on expectations* * *Basic information should be sought to ensure appropriate matching* |
| **Deployment** | *TSAs should develop protocols and systems to manage deployment in line with documentation used with SLEs/NLEs* | *Documentation would include contract/action plan, notes of visit, evaluation, cause of concern, process and payment contract. Ideally protocols would be developed to ensure consistency.* |
| **Quality assurance** | *TSAs should develop and implement processes for quality assurance in line with systems used with SLEs/NLEs* | *Principles for QA:*   * *Opportunities for client and system leader to feedback must be offered.* * *A mechanism for measuring impact should be provided* * *QA may include feedback templates, visits, mid deployment reviews, peer review* * *TSAs would manage appeals and review of designation* |

As a TSA involved in the pilot and with successful outcomes Partners in Learning TSA in partnership with TSC will offer training for regional teaching schools on aspects of the above.

TSAs will be invited to apply for a place with booking via Partners in Learning website. Training will take place on 22 March at Plover Primary School, Doncaster and 27 March at St Thomas of Canterbury Catholic Primary 10.00.15.00. To cover associated costs a charge of £100 per delegate will be made. The purpose of these events will be to share resources, processes and practical examples. Guidance and support will be offered in relation to:

* Designing and leading the recruitment and assessment process
* Planning and facilitation for induction and on-going professional development
* Processes for contracting and deployment
* Protocols to ensure consistency
* Quality assurance

**LLE (YH) Delivery Programme – Suggested Timeline**

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| **Activity** | **Timescale** |
| Share regional delivery plan with TSAs | Tuesday 31st January |
| TSAs provide feedback | Before Friday 10th February |
| TSAs invited to register for training and support | Monday 13th February – Friday 10th March |
| Materials to include competencies grid and application form available on YH TSC website with timeline and delivery plan | February 2017 |
| Training provided by Partners in Learning | Wednesday 22 March at Plover Primary School, Doncaster  Or  Monday 27th March at St Thomas of Canterbury Catholic Primary School, Sheffield |
| YH TSC Representative contacts current LLEs to invite them to associate with TSA  TSAs contact LLEs to invite them to associate | March 2017 |
| TSAs audit to forecast need | February – April 2017 |
| TSAs market, recruit and induct LLEs (YH) | April 2017 onwards |

Helen Bellinger Partners in Learning, Sarah Rockliff Learning Unlimited, Sara Harle, Partners in Learning, Diane Heritage TSC Adviser