

Dudley Metropolitan Borough Council

Select Committee on Lifelong Learning – 15 March 2005

Report of the Director of Education and Lifelong Learning

Headteacher Induction Programme

Purpose

1. To inform the Select Committee of the support provided to newly appointed headteachers.

Background

2. The Policy for the Induction of Headteachers New to the Post (Appendix 1) is an integral part of the School Improvement Policy.
3. There has been a significant change in personnel between September 2002 and January 2005:

Primary headteachers	25 out of 83
Secondary headteachers	4 out of 22
Special headteachers	4 out of 7
Teacher in charge of Pupil Referral Units	4 out of 4

Retirements in July 2005 mean a further six new primary headteachers and three secondary will be in post for September 2005.

4. The induction programme covers a comprehensive range of topics (Appendix 1 Page 4). It caters for the needs of headteachers new to Dudley, those in their first headship and others who are already headteachers. The programme has been developed over two years.
5. Internal evaluation of the effectiveness of the programme is currently taking place. This will be carried out on an annual basis. Evaluation of each session is undertaken through discussion with participants at the end of each session. This has enabled the programme to be adapted to meet identified needs for each cohort of new headteachers.
6. The Headteacher Induction Programme is currently undergoing an external, formal evaluation which will be reported in due course.

7. All newly appointed headteachers are offered the opportunity to have an experienced headteacher as a mentor (see Appendix 1 Page 8).
8. Continuing professional development advice is a crucial part of the induction process. Advice is given as to appropriate routes available to newly appointed headteachers (Appendix 1 Page 11).

Finance

9. There are no direct financial implications. The work of the School Effectiveness Division is financed from the Directorate's base budget.

Legal


10. The main provisions relating to staffing of schools is contained in section 54 and schedule 16 of the School Standards and Framework Act 1998.

Equal Opportunities

11. This report takes into account the Council's policy on equal opportunities.

Recommendation

12. It is recommended that the Select Committee consider this report.



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Background Papers

Directorate Policy for the Induction of Headteachers New to the Post