

EAST AYRSHIRE COUNCIL

EDUCATION COMMITTEE – 31 JANUARY 2006

HEAD TEACHERS IN INDUSTRY INITIATIVE

Report by Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 To inform the Education Committee of the development of secondment opportunities for senior educational leaders in East Ayrshire.

2. BACKGROUND

- 2.1 Leadership and Management development for our educational leaders is an important priority for East Ayrshire Council. To this end, we have developed a comprehensive Leadership and Management programme for current and potential educational leaders within the authority. This work has been undertaken by two senior leaders who have been seconded as Continuing Professional Development (CPD) Coordinators and has involved a range of activities, including the development of support materials, organisation of events and conferences and production and implementation of a Continuous Professional Development programme for Educational Leaders. During the development of this CPD programme, it became apparent that there were opportunities to work more closely with the world of business and industry.
- 2.2 We have explored various avenues to strengthen East Ayrshire Council's links with business in the area of Leadership Development. There have been a series of visits to selected companies by a group of Educational Leaders – Principal Teachers, Depute Head Teachers, Head Teachers and Heads of Service. These visits have focussed on presentation and discussion related to various common issues, such as staff development and review and employee engagement.
- 2.3 In the area of mentoring and coaching, a large number of our leaders have had opportunities to develop their coaching skills, either through participation in Columba 1400's Head Teacher Leadership Academy, or through Authority-based coaching in-service opportunities.
- 2.4 The Scottish Executive Education Department (SEED) have identified educational leadership as a priority area for development. The authority has been working closely with relevant staff within SEED to discuss potential development opportunities and consider innovative means of educational leadership development, with a particular focus on developing education/industry links.
- 2.5 Head Teachers in Industry (HTI) is an independent, not for profit, social enterprise that works in partnership with business, education and government to enhance educational leadership. They have an impressive history in

arranging and facilitating high quality secondment opportunities for educational leaders across the rest of the UK, creating innovative yet practical opportunities for business and education to build understanding, share skills, develop talent and deliver measurable results.

- 2.7 The authority has worked closely with HTI over the past year, examining how we can bring the expertise of this work to East Ayrshire Council and beyond. This partnership working culminated in 'Making the Connection', an event organised jointly by East Ayrshire Council and HTI, which aimed to demonstrate the value of secondments for business and education. This event was well attended by representatives from a wide range of backgrounds – business and industry, education and local and national government. We now wish to develop high quality secondment opportunities for our senior leaders and have explored various ways to work closely with HTI in order to implement this.

3. PROPOSAL

- 3.1 We propose to facilitate four secondment opportunities for senior leaders in East Ayrshire and two other Local Authorities (still to be confirmed). Normally, the costs of HTI secondments are met by the receiving company. However, to pilot secondment opportunities locally, we are finalising funding from the Scottish Executive to 'pump-prime' this initiative.
- 3.2 Each secondment would be approximately 6 weeks in length, developed in conjunction with HTI, the receiving business and Local Authorities. The receiving business may also include public bodies and government.
- 3.3 Funding received from the Scottish Executive will be on a one-off basis. Funding will not be required in successive years as, once operating successfully, this will be a self-funding initiative. The support funding at this stage will help achieve the following:
- Provide an opportunity to pilot the HTI secondment model within Scotland
 - Provide an opportunity to enhance leadership opportunities within Scotland
 - Raise awareness of the HTI programme within the education and business communities
 - Highlight the success and benefits of secondment opportunities for all parties
 - Provide successful case studies which would enable the Scottish Executive to drive secondment opportunities forward nationally and contribute to the enhancement of leadership development.
- 3.4 This proposal represents an opportunity to pilot an exciting secondment model in a controlled manner within Scotland. This will contribute to the development of leadership opportunities locally and nationally and will further enhance the commitment of the participating authorities and Scottish Executive to the development of their educational leaders.

4 LEGAL / POLICY / FINANCIAL IMPLICATIONS

- 4.1 The costs for this pilot initiative will be fully met by funding received from the Scottish Executive and will be ring-fenced for this initiative.

5 COMMUNITY PLAN IMPLICATIONS

- 5.1 Nil

6. RECOMMENDATIONS

- 6.1 The Education Committee is recommended to:
- (i) approve these developments
 - (ii) request the Executive Director to provide a progress report on this initiative in due course
 - (iii) otherwise note the contents of this report

John Mulgrew
Executive Director of Educational and Social Services

11 January 2006

List of Background Papers

Nil

Members wishing further information should contact John McCarney, Head of Service: Schools Support (01563 576126) or Gillian Hamilton, CPD Co-ordinator (01563 555650) or Pam Dunsmore, CPD Co-ordinator (01563 555650)

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