



# CALLED TO LEAD: Senior Leadership 2025 - 2027

*St Francis CMAT*

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and suddenly you are doing the impossible" (Saint Francis of Assisi)*

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## ABOUT 'CALLED TO LEAD PROGRAMME: SENIOR LEADERSHIP'

The **Called to Lead Programme** is a professional development opportunity designed to support St Francis CMAT's mission to be the employer of choice through staff investment, recognition and progression.

The **Called to Lead Programme** should appeal to **current** and **aspiring** St Francis school leaders who wish to drive meaningful change within the school setting and develop their knowledge, skills, and insights required to navigate the dynamics of Catholic school leadership.

The **Called to Lead Programme** is a professional development opportunity that:

- ✓ Enables aspiring senior leaders to assess their **readiness** for **future senior leadership**.
- ✓ Provides opportunities to reflect on the **competencies** and **values** required for the **ministry** and **leadership** of **Catholic schools**.
- ✓ Explores the importance of **vision-driven leadership** and its **transformative impact**.
- ✓ Delves into the **key concepts** which underpin the **day-to-day** work of **successful senior leaders**.
- ✓ Enables participants to create **invaluable professional networks** with fellow trust colleagues.

*"Instead, the greatest among  
you should be like the youngest,  
and the one who rules like the  
one who serves."*

*Luke 22:26*





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## COURSE STRUCTURE

**Dates:** All dates will be confirmed prior to **September 2025**.

**Venue:** All face-to-face sessions will be held at St Francis CMAT Headquarters, The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN

**Duration:** All face-to-face sessions will be approximately 3 to 4 hours in duration.

**Structure of face-to-face sessions:** All sessions will be underpinned by the latest research, use expert input and include a range of tasks/activities to develop and showcase the skills expected in leadership.

	<b>Face-to-Face Session 1</b>	Am I Ready (Part 1)? ( <b>Guest speakers:</b> Dr Jill Berry, Monsignor Ryan, CEO Siobhan Kent)	September 2025
	<b>Face to Face Session 2</b>	Mission Leadership - Strategy and Improvement Planning Assessment launch - 'Driving Change and Improvement project	November 2025
	<b>Mentor Session 1</b>	1 hour (virtual or face to face) structured mentoring discussion	December 2025
	<b>Link Day 1</b>	Focused 1 day visit to the Mentor's school.	January 2026
	<b>Face to Face Session 3</b>	Curriculum and Innovation - the search for excellence through education.	March 2026
	<b>Mentor session 2</b>	1 hour (virtual or face to face) structured mentoring discussion	April 2026
	<b>Link Day 2</b>	Focused 1 day visit to the Mentor's school.	April 2026
	<b>Face to Face Session 4</b>	Faith-filled leadership of behaviour - developing the whole child, mind, body and soul.	June 2026
	<b>Mentor session 3</b>	1 hour (virtual or face to face) structured mentoring discussion	July 2026
	<b>Face to Face Session 5</b>	Leading People: Influencing, motivating and holding to account.	September 2026
	<b>Mentor Session 4</b>	1 hour (virtual or face to face) structured mentoring discussion	October 2026
	<b>Link Day 3</b>	Focused 1 day visit to the Mentor's school.	October 2026
	<b>Face to Face Session 6</b>	Collective Stewardship	November 2026
	<b>Assessment Deadline</b>	Submission of the 'Driving Change and Improvement' Project	January 2026
	<b>Face to Face Session 7</b>	Am I Ready (Part 2)? Surviving the interview process	January 2026
	<b>Called to Lead Programme Retreat</b>	Spiritual, personal and professional reflection day	February 2026



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## ST FRANCIS CMAT MENTOR:

Each participant will be allocated a mentor to support their professional development journey. Each mentor will be an existing and successful leader who will:

- † Offer guidance, insights, motivation and support through dedicated meeting time each term.
- † Provide feedback on gap tasks completed to show progress and also targets for development.
- † Provide support in extending your experience through visits to their own school.
- † Issue guidance and constructive feedback on your leadership development project. Hold you to account based on your set targets and goals.



## GAP TASKS:

Following each face-to-face session, a practical and relevant gap task will be issued to all participants.

These are intended to support participants to apply each session's learning into school-specific actionable strategies, to solidify understanding of the theoretical knowledge and to support reflective practice.

All gap tasks will be administered by the St Francis' central team and must be completed electronically by the set deadline (1 week prior to the subsequent face-of-face session).

**Completion of a gap task is compulsory before moving onto the next stage of the Called to Lead Programme. Feedback will be provided on all gap tasks through each participant's CMAT Mentor.**



## ASSESSMENT:

To pass the course, all **Called to Lead Programme** participants must:

- † Attend at least 90% of all face-to-face sessions.
- † Complete all gap tasks following face-to-face sessions.
- † Complete 100% of the link visits in the Mentor school.
- † Complete the 'Driving Change and Improvement' project which shows the application of implementation-planning research and real potential/actual positive impact.



## RETREAT:

Participants of the **Called to Lead Programme** operate in busy, dynamic school environments. The **Called to Lead Programme** retreat is offered to all participants and will provide a peaceful environment away from the demands of school roles to allow colleagues to reconnect with their values, purpose and faith.

**This will be a full day event, the location of which will be confirmed nearer the time.**



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## ENTRY REQUIREMENTS

- † The **Called to Lead Programme** is for any practising, or aspiring, senior leaders who have:  
At least 3 years successful teaching experience.
- † Demonstrated leadership potential through formal leadership roles or informal leadership responsibilities (e.g. leading teams, managing projects or managing school improvement initiatives)
- † A commitment to their professional development and improving children's outcomes within the Trust.
- † A supporting reference from an appropriate line manager who can support the applicant's leadership suitability.
- † The commitment from the School's headteacher to support the attendance at, and engagement in, all course activities.



## ST FRANCIS SENIOR LEADERSHIP COMPETENCIES

Using expertise, experience and the latest leadership research, St Francis is proud to underpin the **Called to Lead Programme** with its own education leadership competencies:

- † Catholic Identity
- † Excellence in Teaching
- † Flourishing Curriculums
- † Behaviour and Conscience
- † Equality for All
- † Working for the Common Good
- † Operational Service
- † Mission Driven Leadership
- † Fulfilment of Others
- † Collective Stewardship

## BENEFITS OF THE CALLED TO LEAD TO YOU AS A PRACTITIONER

Undertaking a professional development course requires time, dedication and perseverance. However, it also serves as the corner stone for professional and personal growth. Through the **Called to Lead Programme**, participants will benefit from:

- † Professional development that explores the **distinctive St Francis leadership competencies** applicable in both Catholic and non-Catholic education.
- † **Dedicated time** and **support** to help participants **reflect** against the St Francis leadership competencies, recognising their strengths and those aspects of leadership to develop.
- † Increased **knowledge** and **understanding** of what effective senior leaders need to know and practise at both strategic and operational levels.
- † Opportunities to **network** with other leaders to reflect and discuss the latest research, exchange ideas, insights and best practises that will enrich their understanding of education.
- † Support from an **experienced mentor** who will offer guidance and mentorship to help accelerate **professional growth**.
- † Practical **gap tasks** that involve professional enquiry into related aspects of the home school's current practices.
- † **Improved confidence** to communicate ideas, shape and articulate an individual vision, and cultivate the skills to drive positive change so they can lead with purpose and direction





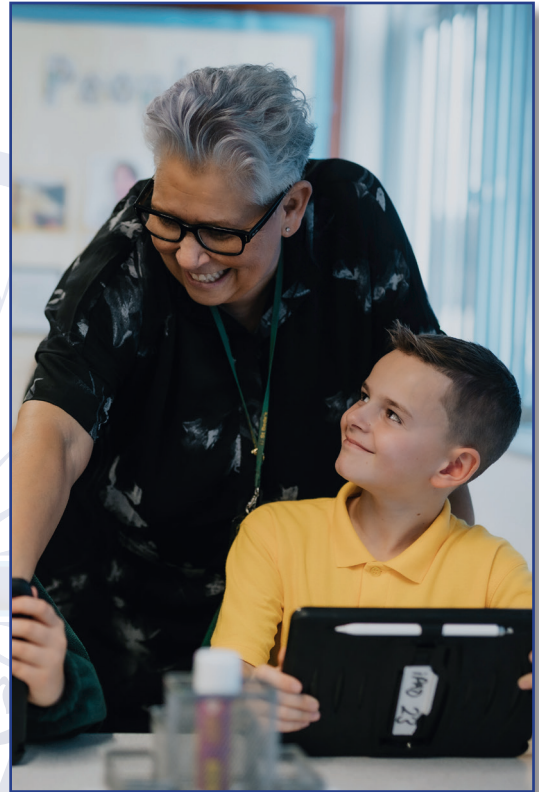
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## BENEFITS OF THE CALLED TO LEAD TO THE SCHOOL

Having a leader (or potential leader) participate in the **Called to Lead Programme** can offer numerous benefits that contribute to the overall success and effectiveness of the school. The home-school will benefit in the following ways as participants will:

- ✦ Have a developed understanding of the complexities of leading a school so can offer additional support in terms of the **strategic direction** of the school.
- ✦ Benefit from the up-to-date guidance and the knowledge and skills required for **successful implementation** of **school initiatives**. In an ever-evolving education landscape, it is important that the Trusts' schools are responsive and relevant.
- ✦ Gain a secure understanding that their work involves **working through others** which will contribute towards the achievement of school priorities.
- ✦ Gain essential knowledge and understanding of effective practice in both **visionary-leadership** and **operational management** and will have the confidence to develop these skills in others.
- ✦ Foster and **enhance the school culture** through their insights into promoting diversity, inclusion and creating supportive learning environments that develop the whole children.
- ✦ Acquire insights into **curriculum development** and **teaching learning research** which can lead to improved academic and pastoral achievement of students.
- ✦ Promote a love of lifelong learning which will foster a culture of continuous improvement both in the immediate school community and within the wider Trust. Schools within the CMAT family will benefit from greater retention and stability which are critical in securing excellent student outcomes.



## HOW TO APPLY

There will only be one intake (September) per year to the **Called to Lead Programme** course. Completing St Francis CMAT's **Called to Lead Programme** course will be a huge achievement that requires a significant investment in time and effort. As such it is advised that all potential participants follow these steps when applying:

- ✦ Discuss your suitability with your Headteacher, Line Manager or CPD lead as well as your career goals, experience and how the **Called to Lead Programme** will benefit your school and students.
- ✦ Send an email to express your interest to Laura Lee (l.lee@stfranciscmat.com) by **Wednesday 16th July**. Please include: your current role, reasons for applying, relevant skills and experiences, and a confirmation that you understand the time commitments to the course. You will be informed, via email, of your application success following your expression of interest.

**The St Francis CMAT looks forward to working with you.**

