

*“Start by doing what is necessary, then what is possible,
and suddenly you are doing the impossible” (Saint Francis of Assisi)*



HEADTEACHER INDUCTION PROGRAMME

INTRODUCTION

As you embark on your headship journey you will learn that there is simply no better role than that of a Headteacher. Being appointed as the ultimate guide of a community of children and their families is perhaps one of the most rewarding positions a person can hold. St Francis also brings you a community of Headteachers, all working together to support each other, provide guidance, wisdom and answers where they can bring a support network like no other as you step into Headship in the Trust.

MENTORING

The Trust will offer all headteachers who are new to post in St Francis the opportunity of an experienced headteacher colleague to work as a mentor during the first year after their appointment.

SCHOOL IMPROVEMENT SUPPORT FROM ST FRANCIS

All headteachers new to post in St Francis will receive at least one visit a term from the School Improvement Officer. In addition to this the Director of Education will visit school at least once a half term.

HEADTEACHER FORUMS AND WORKSHOPS

We expect all headteachers to attend the half termly Headteacher Forums. These are valuable opportunities to learn about key initiatives and updates in education and learn about new opportunities.

FINANCE SUPPORT FROM ST FRANCIS

During your first half term our Chief Finance Officer (CFO), Sarah Graham and Finance Director (FD) Lisa Hartley will visit you in school to discuss your latest approved budget, monthly management accounts along with the St Francis budget cycle.



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CONTINUING PROFESSIONAL DEVELOPMENT – THE ‘NEW TO HEADSHIP’ OFFER

We strongly encourage all new headteachers to the Trust to engage in the training opportunities outlined below.

Date	Time/Venue	Development Area
Thursday 18th September	10am- 12 noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	Welcome to St Francis CMAT. Developing a shared vision when leading a Catholic School and achieving Stakeholder Engagement. <i>An introduction to Headship in St Francis and how this looks different to that of other Trusts.</i>
Thursday 16th October	10am- 12 noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	Finances, Personnel, HR and Safeguarding <i>These are key aspects of Headship which underpin the operational running of the school. We will discuss the Trust expectations in these areas, train you in the associated frameworks and offer strands of continuous support.</i>
Thursday 13th November	10am-12 noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	Catholic Leadership and the Creation of the CSED <i>A dive into the Catholic Life of School and ensuring that this aspect of what makes our schools special is at the core of your leadership.</i> <i>This will support our Headteachers in understanding how to plan for Section 48 Inspection, including model CSEDs and ensure that our aim for all schools to be outstanding in this area is achieved. The session will also support Headteachers in life after Inspection and ensuring that the Catholic Life of the School continuously develops.</i>
Thursday 4th December	10am-12noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	Wellbeing <i>Such a crucial aspect of our schools and an area that shouldn't be 'bolt on' to the daily life of our schools. This can also be a challenge in a profession which is beyond demanding. We explore here how to achieve great wellbeing for all the school community whilst also ensuring great outcomes for the children.</i>
Thursday 22nd January	10am-12noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	Curriculum <i>The curriculum design of a school can feel like a huge undertaking and a great responsibility to get this right for our children. We will focus on the Intent of our schools and how this looks for your children, moving to the subsequent implementation of this curriculum and expected impact.</i>
Thursday 26th February	10am-12noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	Assessment <i>A day exploring the use of Assessment and how this can impact the teaching and learning strategy to best provide for our children. We will also see how this vision for Assessment is supported by the MIS system across the Trust and what we can learn from data about our next steps in leadership.</i>
Thursday 26th March	10am-12noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	School Improvement Planning and evaluation. <i>This is a chance to really reflect on what your schools are doing well and how you know. Equally we will explore your schools' areas for development, how you prioritise these and what robust and clear improvement planning looks like in order to communicate these well to your staff and Local Academy Committees.</i>
Thursday 21st May	10am-12noon Trust Headquarters The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN	School Improvement Planning and evaluation. <i>A day of practical creation of School Improvement Plans ready for September 2026.</i>
Friday 19th June	Full Day Location to be confirmed	Retreat <i>A celebration of your first year in Headship and all that you have achieved!</i>

