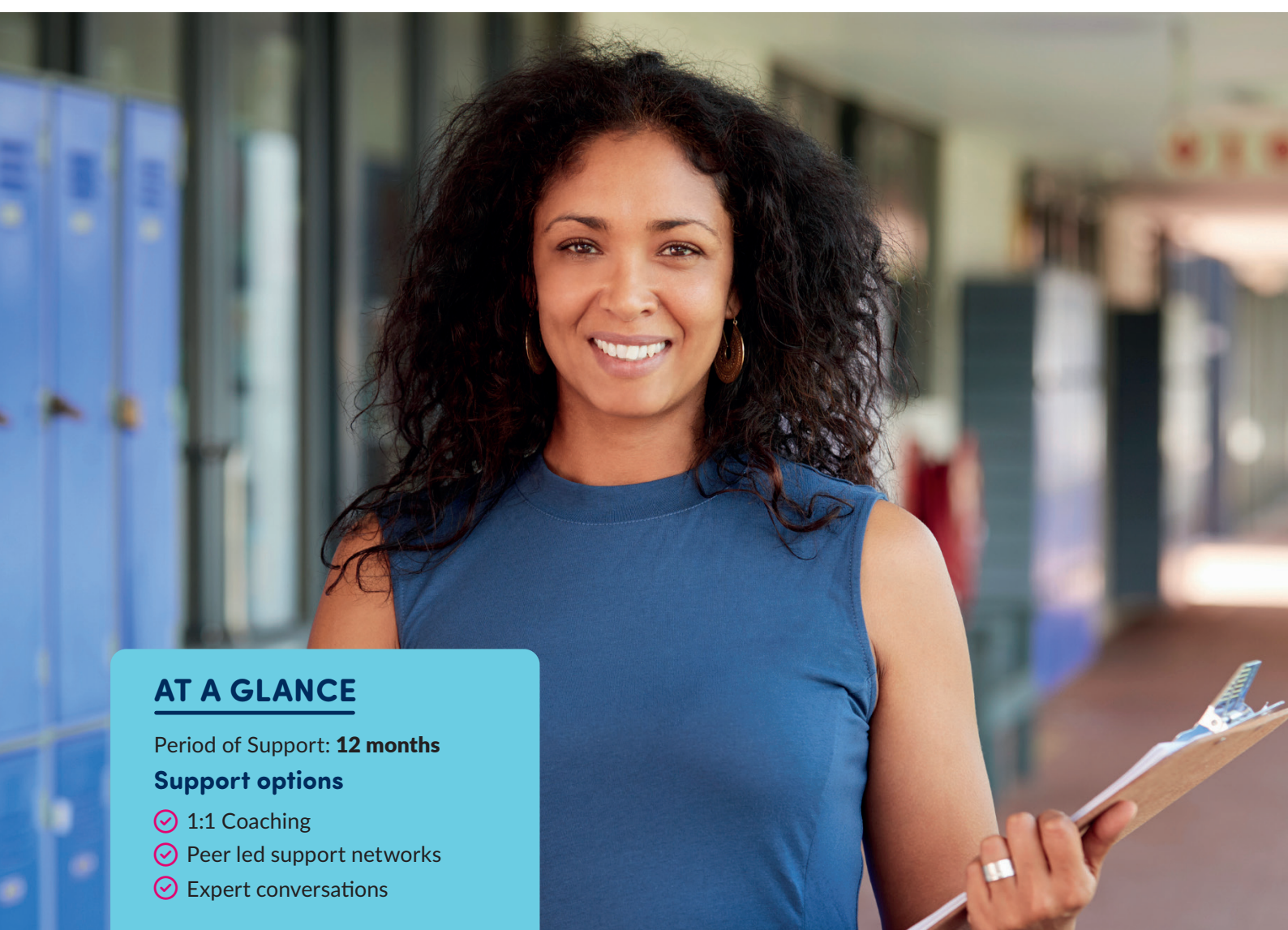




Outstanding
Leaders
Partnership

Early Headship Coaching Offer (EHCO)

Qualification Specification



AT A GLANCE

Period of Support: **12 months**

Support options

- ✓ 1:1 Coaching
- ✓ Peer led support networks
- ✓ Expert conversations

SUPPORTED BY



Best
Practice
Network

Accredited NPQ provider



Department
for Education

About

The the Early Headship Coaching Offer (EHCO) is an unassessed DfE fully funded targeted package of support aimed at new headteachers who are in their first five years of headship.

The structured, support programme is based on the best available evidence about what makes an effective Headteacher. It is available for all new eligible headteachers regardless of phase or context. We have created a supportive programme that is personalised and flexible, practical and self-led.

The delivery of the programme is shaped by a Skills Audit supported by a Leadership Coach to help participants decide which content areas will be most beneficial and have the biggest impact on participants' practice. The programme takes place over four terms.

Benefits for participants

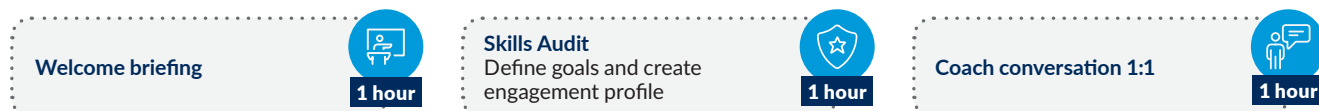
This programme will support new school leaders to develop further, creating professionally aware and well-informed leaders who can approach challenges effectively and lead school teams cohesively.

- ✓ Flexible, blended learning to integrate into the working week
- ✓ Builds on the ten NPQH Content Areas and Headteacher Standards
- ✓ Personalised learning pathways tailored to participants' priorities
- ✓ Peer led support networks
- ✓ 'Core business' insight from expert practitioners
- ✓ Leadership coaching
- ✓ Connecting with other new headteachers – opportunities to develop regional networks
- ✓ School leader powerful conversation
- ✓ 1:1 Impact review

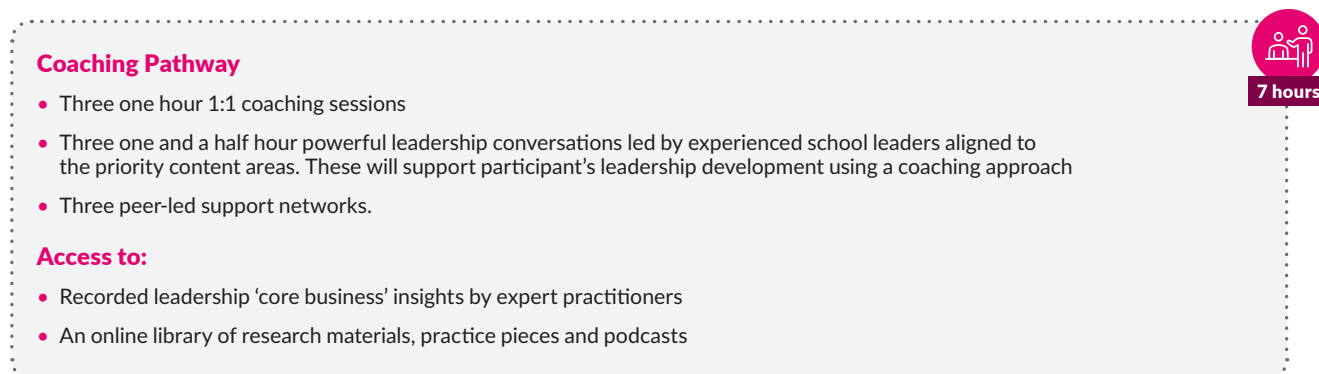
Early Headship Coaching Offer Programme Structure

Induction

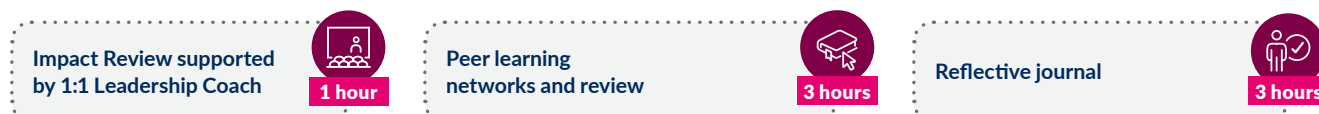
These 3 sessions are compulsory



Early Headship Coaching Offer Menu



Reflection and feedback





Personal Coaching Pathway

Designed for participants who want leadership coaching as the key element of the programme.

The table below shows the elements of the programme more clearly

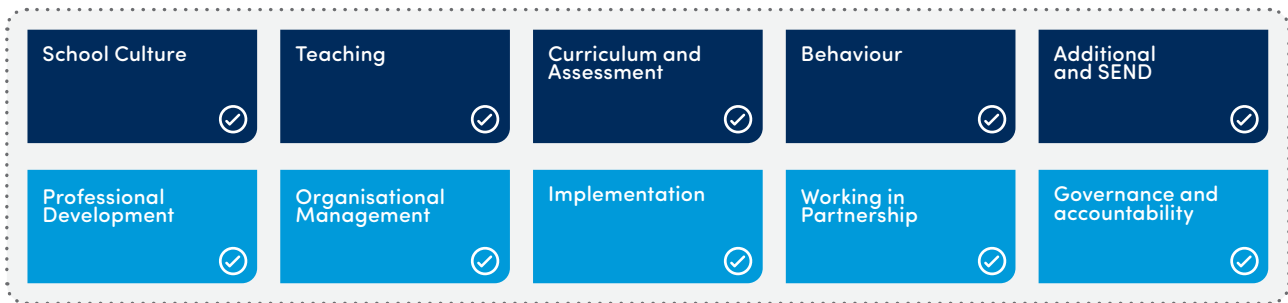
Support	What does it consist of?	Duration
1. Leadership Coaching	Leadership one to one coaching sessions aligned to the three priority content areas identified in the skills audit.	✓ Five 1:1 one hour sessions (Including Induction and Impact review)
2. Powerful leadership conversations	Experienced school leaders facilitating powerful conversations aligned to the priority content areas, supporting participants leadership development using a coaching approach.	✓ Three one and a half hour sessions across the programme
3. Peer led support networks	Based on leader location where possible, peer led support network to discuss and share learning, research and resources aligned to priority content areas. Peer coaching, supporting each other.	✓ Three one and a half hour sessions across the programme - self led
4. School leader 'core business' recorded insights	Recorded leadership 'core business'. Practical headship insights led by expert practitioners.	✓ One per month
5. Research and practice insights	Access via canvas to an online library of research material, practice pieces and podcasts aligned to three chosen content areas.	✓ Library





Core Content Areas

During the programme participants will focus on three of these core content areas.



Programme intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

This programme offer is remotely delivered through the online Canvas Virtual Learning Environment (VLE), webinars and Leadership Coaching calls will be conducted via Zoom or Microsoft Teams.

Programme Duration

Participants will self-manage their learning pathway with support from their leadership coach. Participants will complete the programme within a 12month or four term period.

Entry Requirements

The Early Headship Coaching Offer is for serving headteachers who are in their first five years of headship who:

- are currently taking the existing NPQH
- have completed the reformed NPQH and are in their first two years of headship
- have completed a legacy NPQH regardless of when they finished it providing, they are within their first two years of headship.

It is available for all new eligible headteachers regardless of phase or context.

Cost

The DfE will fund all participants in state funded schools who meet the above entry requirements.



How to apply

Please apply through our website at outstandingleaders.org/ehco

Contact us

+44 (0) 117 920 9200

info@outstandingleaders.org

outstandingleaders.org



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