



Academi Genedlaethol ar gyfer
Arweinyddiaeth Addysgol Cymru
National Academy for
Educational Leadership Wales



Associate of the National Academy for Educational Leadership Wales

Invitation to apply to become an Associate

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Introduction

The National Academy for Education Leadership (Leadership Academy) is committed to ensuring that Wales is a great place to be an educational leader and that, through high quality leadership across the educational system, we deliver our nations bold ambition for learners.

Developing effective system leadership is central to the education reform journey described in Our National Mission and is at the heart of the work we are taking forward in Wales through our flagship Associate model. Our vision for 2026 describes system leaders driving self-improvement, with professionals collaborating and leading beyond organisational structures, between tiers and across sectors.

To help us deliver this vision, we are looking for effective and credible senior leaders from across Wales working in Schools (Headteachers, Deputy and Assistant Headteachers), Youth Work (Senior Leaders) and Post Compulsory Education and Training (PCET) (Senior Leaders) sectors, to become the next cohort of Leadership Academy Associates.

Why should I apply?

Over 40 senior leaders in the education sector have benefitted from being a Leadership Academy Associate since 2018. During their tenures, Associates have been immersed in the highest quality professional learning opportunities available from across Wales and beyond.

This year's successful applicants will make up the fifth cohort of Associates and will take part in a tried and tested professional learning experience that will develop them as credible and effective system leaders, leading learning in their own settings and beyond.

As an associate within cohort 5 you will enjoy:

- Professional learning experiences comprising of sessions led by other associates, government officials and leadership experts from education and beyond
- The opportunity to complete a commission focusing on a key priority of Wales' education journey
- Webinars from recognised leaders from across the globe, with content specifically targeted at your commission focus. Previous speakers have included: Professor Steve Munby CBE, Professor Mick Waters, Professor Laura McAllister and Professor Michael Fullan.
- Being part of the panel that quality assures leadership development provision for



the education sector in Wales

- The opportunity to challenge and influence education policy through engagement with high level government officials
- Professional learning experiences which concentrate on key system leadership skills including facilitation, coaching, mentoring and quality assurance
- Priority access to all Leadership Academy events and an opportunity to develop your facilitation skills further by leading discussion groups and facilitating question and answer sessions with prominent names from the leadership world

The role of the Associate:

Leadership Development and Quality Assurance

1. Quality Assurance

- Have an active role in supporting the quality assurance area of work for the Leadership Academy including and through the endorsement and monitoring process.

2. Innovation

- Working in partnership with others to develop, support, and bring forward innovative approaches to leadership development in Wales.

3. System Leadership

- Support leadership development by playing a role on working groups and panels locally, regionally and nationally.
- Represent the 'voice of leadership' within the Leadership Academy and across the education system.
- Play a key role in supporting the design, development and commissioning of leadership development provision
- Work on key strategic areas of system-wide improvement
- Have a key role in helping to enable a close working relationship between the Leadership Academy and the education system, ensuring an effective interface between policy and practice
- Ensure that the work of the Associates is in line with Welsh Government policy
- Play a key role in building 'system leadership' capability and capacity across Wales and in helping others to develop the capability to support other leaders
- Develop system leadership knowledge, skills and experience through professional learning seminars / webinars, regular associate update meetings, professional networks and professional conversations.

Insight and Thought Leadership

4. Evidence-based guidance for educational leaders

- Support the development of high-quality Wales specific leadership guidance informed by the best evidence from Wales and internationally.

5. Insight for educational leaders and policy makers

- Actively engage in research commissions and critical reviews on international academic and policy literature
- Engage in research that is of personal interest and provides an evidence base for developing educational leadership in Wales and across the world.

6. All-Wales Strategy for the Well-being of educational leaders

- Support the implementation of the All-Wales Strategy for the Well-being of Educational Leaders.

Corporate

7. Support the development of a 'Digital Leadership Academy', producing content for the website and support the development through, videos, blogs and case studies of personal experiences
8. Stakeholder engagement: Have an outward facing role, working with and through a range of networks to ensure that the whole educational sector feels connected to the Leadership Academy and understands its vision and values

Time commitment

The expected time commitment required to carry out the role will vary across weeks and according to the interest and expertise of the Associate but is expected to be approximately one day a week for the first year with a commitment to a second year.

During the first year the associates as part of their induction to the role will have a Professional Learning Experience designed to achieve two main outcomes.

- It will develop the leadership skills required to operate as a system leader
- Equip you for the role of Leadership Academy Associate in leading strategic reform

There will also be an opportunity for the Associates to work together as Communities of Enquiry on research commissions which will address issues of national significance on behalf of the Leadership Academy as well as providing you with the opportunity to develop your own research enquiries.

For the initial 12 months period the Leadership Academy will provide a contribution to the releasing employer of £10,000. Funding for the second year is currently being considered by the Leadership Academy and will be subject to Welsh Government priorities, available budget, level of participation and mutual agreement.

Selection Criteria

For this next round of Associates, we are particularly interested in appointing senior leaders from a range of educational settings across Wales including, **Headteachers from special schools, PRUs, secondary schools, Welsh medium schools, All-age schools and Senior Leaders from Youth Work and PCET.**

Each educational setting will be at different stages of their improvement journey and all leaders are invited to consider how far they meet the criteria below and the specific expertise and experience they can bring to the role of the Associate.

The successful Associate will be expected to demonstrate the following in their current and/or previous roles and:

- Is a current serving senior leader in an educational sector with a minimum of five years successful senior leadership experience
- Has in-depth knowledge and use of the appropriate Occupational and /or Professional Standards for delivery and leadership
- Is able to demonstrate improvement across a range of areas in current or previous settings
- Is able to demonstrate and evidence impact in areas other than one's own area of work beyond their own setting
- Is able to demonstrate collaboration and networking
- Is able to evidence wider work experience that has helped to successfully address system-wide issues at local, regional or national level
- Is able to show how their commitment to education in Wales is demonstrated through their leadership
- Has an interest in leadership development and professional learning

The Associate role will support the practice of system leadership, which will provide significant reward and accomplishment in terms of leadership development for the successful applicant while also providing an opportunity to make a difference at local, regional and national level.

The following will also be taken into consideration when assessing applications:

- The applicant will need to ensure that there is enough leadership capacity within the current organisation or available to the educational setting from its collaborative working arrangements, for an aspirant senior leader to step up and lead whilst the Associate is out working in the wider system
- The applicant will be a role model for leadership and will need to demonstrate high level interpersonal skills coupled with effective communication
- The applicant will be subject to confidential and politically sensitive information and will need to demonstrate the ability to work effectively in this context

Application Process

Those interested in the role will:

1. Be required to have their application endorsed by their Chair of Governors/Board or Line Manager
2. Need to ensure that there is enough leadership capacity in their own setting for an aspirant leader to step up and lead whilst the Associate is out working in the wider system
3. Provide a personal statement (no more than 1000 words) which reflects the selection criteria and demonstrates the experience and expertise that the candidate can bring to the role of Associate.

Your application will be assessed by a panel selected from Leadership Academy staff, current Associates and stakeholder group members. Short listed candidates will be invited to attend an interview via 'Zoom/Teams' between 22 and 30 June 2022. Successful candidates will be informed in writing by 4 July 2022.

If applicants are not selected on this occasion, there will be other opportunities to work with the Leadership Academy and apply for the role again in the future.

Your personal statement will be endorsed by your Chair of Governors/Board and or Line Manager as follows:

'I fully support _____ application to be an Associate of the National Academy for Educational Leadership Wales and can confirm that there is sufficient leadership capacity in the organisation.'

The Leadership Academy welcomes applications from candidates who can demonstrate their capability to work in either English or Welsh.

Quality Assurance

Quality Assurance, support and guidance in the Associate's role will be provided by the Assistant Director for Leadership Development and Quality Assurance. Associates will be subject to annual reviews and will have professional learning conversations with the Chief Executive and/or the Assistant Director.

Termination

An individual's role as an Associate can be terminated with 3 months' notice at any point by the individual or by the Leadership Academy. In exceptional circumstances the Leadership Academy reserves the right to terminate the Associate role immediately.

Timeline:

Application process opens <ul style="list-style-type: none">• Advertised on Leadership Academy website and social media channels• Advertised via stakeholder websites / newsletters / social media channels• Advertised via WG newsletter and social media channels	25 April 2022
Application process closes	12:00 noon 17 June 2022
Short listing applications	17 June - 20 June 2022
Leadership Academy Associates selection panel interviews	22 June – 30 June 2022
Candidates informed of the outcome from the selection panel	4 July 2022
Associate Role begins	1 September 2022
Please note that the induction for new Associates will take place face to face over 2-3 days during September 2021 (Subject to COVID – 19 restrictions)	20-22 September 2022

The Leadership Academy welcomes applications from candidates who can demonstrate their capability as an Associate in English or Welsh.

To apply please send your application and supporting evidence to post@agaa.cymru

For further information regarding the above, please contact Kirsty Payne on post@agaa.cymru



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