

# DHT training

## One year programme

This course is designed for DHTs who are new to post or have been in post for less than three years. The programme consists of 6 modules, each with a one day live session to explore theory and practice. Three 90 minute 1:1 coaching sessions and access to a wealth of self-study materials ensure the programme is personalised and matched to the DHTs needs and context. Participants engage in activities which are designed to stimulate leadership thinking, problem solving, and reflection.

The course covers the following:

- What is special about the role of the Deputy Headteacher? Considering what is unique about the role and what skills and knowledge you need to draw on to be successful. Typically, this includes completing a strengths finder assessment and consideration for how your strengths relate to those of other people in the team. This includes working effectively with the HT.
- Communication at a DHT level. This module provides tools to help you evaluate your current levels of communication against 4 communication segments: strategic, operational, stakeholders; conflict & resolution. Utilising a set of brilliant tools you will be able to increase the impact of your communication.
- The DHTs role in school improvement, including consideration for utilisation of data, school self-evaluation activities, and change management. This module helps you to improve your impact at whole school level and see how you fit into strategic planning.
- Leading whole school developments; maximising the impact of others; harnessing motivational theory. With the demands of post-covid employment, the needs of generation 'Z' and the recruitment/retention crisis, managing people effectively has to be on the agenda for DHTs.
- Personal effectiveness in the DHT role, e.g. delegation, time management, prioritisation, leadership style, day-to-day working practices, leading and being part of teams; emotional intelligence to support self-management; self-care and well-being.
- Setting and achieving high standards as a DHT: different types of standards, e.g. internal, external; setting and communicating standards across different areas of school life; the development, role and implementation of policies; raising expectations; challenging conversations; accountability.

*"Working with Deputy Headteachers is an honour and to be part of their professional journey is extremely rewarding. For a course to have impact at this level, it is not just about the topics that are covered, it is about the quality of professional dialogue, the level of thinking, and the practical tools that leaders take away with them. It is the honest exchange of ideas on complex issues and it is creating a safe space to talk openly. This is a challenging course for people who want to make a difference."* Vicky Crane, course leader.



"This has been one of the most informative, interesting and useful courses I have been on."

"Excellent ideas and suggestions, especially when dealing with tricky issues. I would recommend this training to others."

"Lots of research, ideas, information giving food for thought and challenging current practice - backed up with practical resources."

"The journey I have been on is amazing. Thanks for everything. I would highly recommend this course to others."

"Research, quality of activities, engagement, reflection. This has been a confidence-building, superb course."

9.30am - 3.30pm

Tuesday 1st October 2024  
Wednesday 6th November 2024  
Thursday 9th January 2025  
Wednesday 26th February 2025  
Thursday 24th April 2025  
Thursday 19th June 2025

Plus, 1:1 coaching in September, December & July 90 minutes.

£1350 + VAT