



Professional Learning and Leadership Programmes

Middle Leadership

Supporting and enriching professional learning, including educational leadership, is at the core of our work. Our Professional Learning and Leadership (PLL) programmes create the time and space for you to continue to reflect upon and develop in your leadership journey. Research has evidenced that effective leadership has a positive impact on outcomes for children and young people.

Middle-level leaders carry out the instructional face-to-face actions that have a direct impact on student learning. It is this critical role, close to the classroom, that carries the greatest challenge for a pedagogical leader: the management of teachers who even more directly influence student learning.

Cardno & Bassett (2015)

Our range of programmes, funded by the Scottish Government and offered under the headings of Teacher, Middle, School and System Leadership, are underpinned by the national model of professional learning with participants and learners at their heart.

The programmes in this leaflet are for current or aspiring middle leaders.

COLLABORATIVE MIDDLE LEADERSHIP

This programme is designed to support extended leadership teams or groups of aspiring and current middle leaders to engage in professional learning within their own setting and work with their peers to build middle leadership capacity to improve outcomes for all learners. Learning starts with a self-evaluation activity around the roles of middle leadership which is built on through a PLL facilitated engagement session. This engagement session is designed to explore the strengths and areas for development of the group. Completing the engagement session gives access to a range of self-facilitated workshops which will help take forward the identified key priority areas. All the workshops are designed to fit into twilight sessions within school settings. The programme can run at any point in the year

and is bespoke for each educational establishment.

- For extended leadership teams in schools or current/aspiring middle leaders within local authorities/Regional Improvement Collaboratives or school settings
- Delivered in your own educational setting
- Engagement session can take place at any point in the year
- Self-facilitated workshops with all resources including facilitator guide available to download (updated regularly)
- Designed to be delivered to fit with collegiate time and twilight sessions
- Cost: fully funded
- Apply through our website

MIDDLE LEADERS LEADING CHANGE

This programme is designed to develop confidence in your use of coaching, encourage reflection upon the key aspects of the role and consider different aspects of the leadership of change. Delivered over the course of an academic session on three separate days, the programme covers the key themes of self-awareness, leadership of change and coaching as a model of practice. You will engage in inter-sessional tasks which include peer coaching conversations and professional reading to support your learning.

- For current middle leaders within education
- Three engagement days from September to May
- Inter-sessional learning activities for participants
- Opportunity to network with peers on the engagement days and through the Middle Leaders in Scotland team space
- Recruitment takes place in May/June with programme starting in September
- Application form and sign up promoted via local authorities
- Cost: fully funded
- Apply through our website

ASPIRING TO MIDDLE LEADERSHIP

This one day engagement is designed to support your self evaluation through exploring research around middle leadership. You will have the opportunity to consider key strengths and areas for development based on the different aspects of middle leadership and plan professional learning activities which will help you prepare for this crucial role.

- For aspiring middle leaders
- One engagement day which runs at different points in the year in a range of locations
- Opportunity to network with peers on the engagement days and through the Middle Leaders in Scotland team space
- Opportunity to use the Education Scotland online professional learning resource to support preparation for the role of middle leadership
- Recruitment and sign up promoted via local authorities
- Cost: fully funded
- Apply through our website



education.gov.scot/professionallearning



edspll@educationscotland.gov.scot



[@EdScotPLL](https://twitter.com/EdScotPLL)



For Scotland's learners, with Scotland's educators