



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

# Huw Foster Evans

## Chief Executive

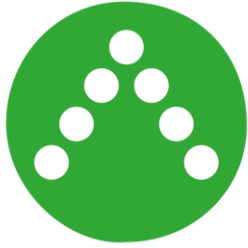
Strategic Stakeholder Group  
13<sup>th</sup> September 2018



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## Why an Academy?

- International research demonstrates that school leadership is second only to classroom teaching as an influence on pupil learning
- The evidence in successive Estyn Annual Reports and the OECD reviews show we need to **build leadership capacity** at all levels in the system if we are to enable learners in Wales to reach their potential



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## Why an Academy?

- In Our National Mission, the Cabinet Secretary has given priority to the creation and establishment of a National Academy for Education Leadership as part of the response



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## Why an Academy?

*“What was striking across all the case studies were the similarities between the systems in the type of leadership development opportunities offered, despite substantial differences in the oversight and organisation ..... In particular, the modalities of learning in different systems demonstrated some key similarities. These were:*



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## Why an Academy?

- 1. The existence of **networks** allowing leaders to connect with and support one another*
- 2. The encouragement of sustained applied **professional learning**.*
- 3. The establishment of an agency that can provide **oversight and coherence**.”*



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## NAEL Initial Broad Principles

- *Arm's length from Government*
- *Designed to co-ordinate, sign-post, quality assure and plan for our future needs*
- *Aiming to ensure equity of access and make available nationally a range of provision delivered at regional/local level*
- *About leadership across the whole education system*
- *The NAEL is not a provider of Leadership Development and can only deliver in a partnership environment*

## Quality and impact

- Understanding the difference leadership makes
- Leading thinking and developments for the leadership of learning
- Underpinned by experiential and theoretical learning that is research and evidence based

## Inspiring and motivational

- Promoting great leadership development that is future focused and relevant for today
- Building on existing good leadership practice where it already exists, nationally and internationally, in education and in other sectors
- A coherent part of the wider reform agenda

**Focused on  
the leadership  
of learning**

## Capacity building

- Enabling great leadership to thrive within the system
- Empowering workforce development and strategic workforce planning for leadership
- Ensuring the future supply of leaders

## Inclusive and collaborative

- Owned by the sector for the whole of the education system – ‘our academy’
- Developing a culture of system led, collaborative leadership
- Supporting equity of access to the most effective leadership development

**Supporting the purposes of the curriculum in Wales  
where children and young people develop as:**



Ambitious, capable learners, ready to learn throughout their lives



Enterprising, creative contributors, ready to play a full part in life and work



Ethical, informed citizens of Wales and the world



Healthy, confident individuals, ready to lead fulfilling lives as valued members of society



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Our approach to leadership development will empower leaders in the system to strengthen partnership working within and between schools, and to building a research-engaged and evidence-informed profession.





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## The Associate Programme Purpose and Ambition

### The role of the Associates

*‘The success of the NAEL will depend significantly on the commitment, passion and effectiveness of its Associates who will lead the way in supporting and developing school and system leaders from across the sector in the years to come’*

First NAEL / Welsh Government Commission

“How can leaders enable high-quality professional learning opportunities that improve well-being and achieve better outcomes for all.”



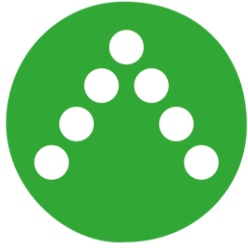


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## Endorsement of Leadership Development Provision

The aim of endorsement is to ensure equity of access to leadership development provision across Wales, and to ensure that the provision meets the ambition of:

- The National Mission Action Plan 2017 – 2021 and supports its 4 enabling objectives;
- **Developing all Schools as Learning Organisations (SLOs) in line with OECD principles;** and
- The national approach to Professional Learning, reflecting the four components of the model.



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## Endorsement of Leadership Development Provision

The application statement will evidence that the providers' model:

- Reflects the Academy's vision, values and key principles;
- Is built on and meets the core components in the national approach to Professional Learning and the **Professional Standards for Leadership** through its learning intentions and outcomes



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## Endorsement of Leadership Development Provision

Evaluation and impact is a crucial component of the provision in demonstrating to the NAEL and to participants its' positive impact on the system as a whole and, in particular, on outcomes for children and young people and so ....

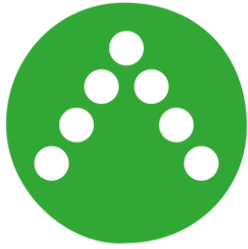


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## Endorsement of Leadership Development Provision

... the application will evidence that the evaluation and impact strategies, methods and measurements show:

- The provision supports leaders in their role in realising the ambition of the National Mission Action Plan 2017 – 2021 and developing **Schools as Learning Organisations (SLOs)**



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## The challenge for us all together...

- Develop effective and productive working relationships – holding on to the values that serve as an anchor so as not to get lost in times of change
- Consider what is our unique contribution to leadership development which complements and enriches the contribution of others such as the consortia
- Anything else?

"Leadership and learning are indispensable to each other."

-- John F. Kennedy  
May 29, 1917 - Nov 22, 1963



“Leadership and learning are indispensable to each other”

JFK address to the  
Dallas Citizens Council

22 November 1963  
(undelivered)

Ysbrydoli Arweinwyr – Cyfoethogi Bywydau  
Inspiring Leaders – Enriching Lives





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Diolch yn fawr.  
Thank you.

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