

⊕ THE CHURCH OF ENGLAND
**FOUNDATION FOR
EDUCATIONAL
LEADERSHIP**

SUPPORTED BY:



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Diocesan Education Leaders Programme

2019 – 2021



The Diocesan Education Leaders Programme is designed to support DDEs and aspiring DDEs in their leadership development and spiritual formation. The Church of England's vision for education is deeply Christian, with Jesus' promise of 'life in all its fullness' at its heart. With a breadth and depth of leadership experience across the network, this programme will provide a forum for colleagues to distil and share their wisdom in a manner which is open to discussion and development.

What will the programme deliver?

The programme will:

- Increase confidence in translating and embedding the Church of England's national vision for education into diocesan teams and local contexts
- Develop both the visionary and itinerant aspects of leadership and have a deep and wise understanding of Christian apologetics
- Support an increasingly self-aware group of senior leaders who have an understanding of the impact of their own leadership style on others
- Develop DDEs who are able to successfully lead across multiple organisations and the church's broader ecosystem by negotiating, influencing and building consensus in order to bring about an improving education system
- Nurture a prayerful approach to leadership which increases participants' ability to resource spiritual rootedness and growth
- Create a learning community which harnesses the capacity of the DDE network to resource and support each other in delivering the church's mission in education.

What will that look like?

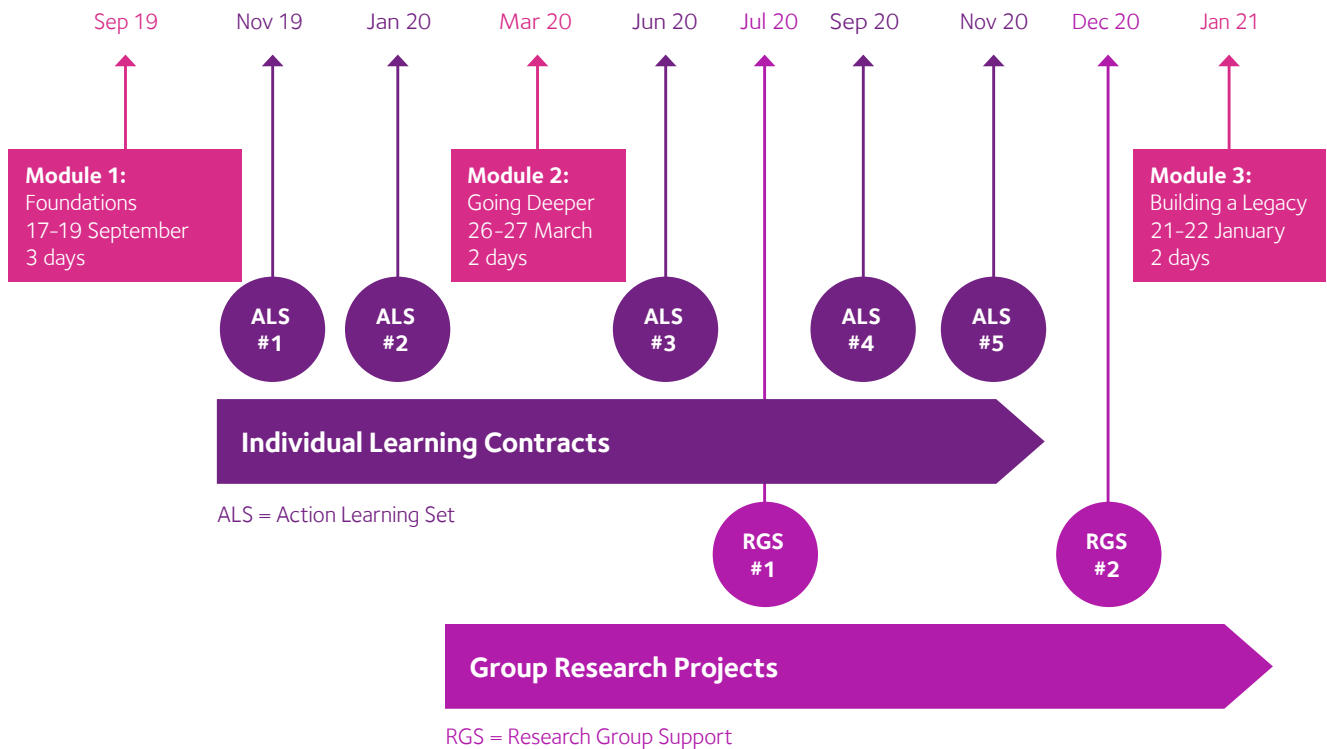
Participants will explore a rich and tailored curriculum built around two core strands.

Personal, Leadership & Organisational Development

- Understanding my drivers, preferences, assumptions and patterns of behaviour
- Exploring my impact on others; developing emotional intelligence and behavioural flexibility
- Developing others; team formation and dynamics; managing underperformance; flexing style to meet situational demands
- Developing flexibility and political awareness to increase impact; negotiating, influencing and building consensus
- Reflecting on 'my model' of leadership; exploring power; creating and communicating purpose and vision
- Understanding the impact of organisational culture; change leadership; strategic processes for an uncertain world

Education in a Christian and Diocesan Context

- Exploring a theology of education
- Examining what motivates Christian educational leaders, and what nurtures vocation and builds resilience
- Considering what it means for schools to be deeply Christian in a pluralist and secular context
- Using the tools of theology in the public place (such as prophetic dialogue or hospitality that allow religious literacy to be increased).
- Understanding how schools can be deeply Christian (in ethos, pedagogy and curriculum)
- Connecting schools and Christian education into its wider context, maximizing links to the local Church, Diocese and other networks



1. Residential modules

Module One: Foundations

The first module will establish foundations across the core curriculum and enable participants to identify specific learning objectives that they will pursue throughout the programme. Input from guest speakers will complement the curriculum and provide opportunities for delegates to hear from leaders working in a range of different sectors.

Module Two: Going Deeper

The second module will examine in more depth the leadership and theological issues that are most pertinent to the cohort individually and collectively. This could include issues ranging from the practical implications of complexity and systems theory on traditional views of planning and strategy, to deeper personal and individual reflections on aspects of one's own personality and spiritual formation. This module will also launch the research element of the programme.

Module Three: Building a Legacy

The third module will focus on drawing together the individual and collective learning of the cohort, including research findings, and sharing this with key stakeholders.

2. Action Learning

Action learning sets provide an opportunity for participants to focus on their own learning objectives, with the support, challenge and wisdom of a facilitated small group of peers. This further supports the development of critical thinking and self-awareness by exploring real challenges within a confidential and accountable structure.

3. Research

Participants will have the opportunity to contribute directly to the development of best practice and the wider discourse around the Church's vision for education by participation in a small group research project.

Each group will explore an issue of personal or professional interest which considers the interplay of educational leadership and theological reflection within a Diocesan context. As self-managed groups, participants will work together during the second half of the programme to undertake their project, before formally sharing their learning with the wider cohort.

Formal Recognition

Successful completion of the programme will lead to the awarding of The Church of England Professional Development Award for Diocesan Education Leaders.

To receive this award, participants will be expected to demonstrate completion of their learning contract, active and consistent contribution to the learning sets and group research project and the willingness to reflect critically and sensitively on their own practice and that of others.

Application

The programme is primarily open to current Directors of Education, Deputy DDEs and others seen as having the potential to move into these roles within the next two years. All applicants will have obtained the endorsement of the Diocesan Board of Education and/or their Diocesan or Suffragan Bishop before submitting an application.

Please note that there will be, initially, a maximum of 18 places available in cohort 2. The second cohort will start the programme in September 2019.

Course Leaders

This programme is being delivered in partnership with Human Dimensions in collaboration with Trinity College, Bristol. Course leaders bring a breadth of practical experience and academic learning in organisational and leadership development, missiology and church school education, and regulatory and inspection frameworks.

Course Leaders have been chosen for their depth and breadth of expertise and their input will be supplemented by external speakers.



Revd Dr Howard Worsley, MA, PhD

Currently Vice Principal of Trinity College Bristol and Tutor in Missiology. Previously, a secondary school teacher, a Scripture Union worker, an Anglican vicar, a university teacher of Theology, a Director of Education (in the Diocese of Southwell and Nottingham and then in the Diocese of London), a Senior Lecturer in Christian Education at Canterbury Christchurch University and a chaplain in both the HE and FE sectors. Howard's MA is in Missiology on the impact of Individual Belief on How Christians Act and his PhD is in Theology and Education. He has written widely in the sphere of Church School Education.



Canon Helena Arnold, MEd

Helena formerly worked for seven years as Director of Education for the Diocese of Gloucester and CEO of the Diocesan MAT. Having relocated to Cornwall, Helena continues to work with the Diocesan Academies Trust on a part time basis, whilst also working as an educational advisor to a leading firm of solicitors and working for the Church of England Foundation for Educational Leadership. Helena has previously served as Chair of the Anglican Association of Directors of Education and worked closely with the Church of England Education Office.



Steve Tarpey, MA

Steve has 20-plus years in the financial services sector including many management and leadership roles, followed by circa 20 years as consultant and developer working with public, private and not-for-profit organisations around the world. In addition to designing and delivering leadership and organisational development programmes and consultancy, Steve offers 1:1 coaching support for senior leaders ranging from CEOs to Bishops and is a regular contributor to a number of Master's level programmes. His own MA is in Management and Leadership Learning.



Julie Farrar-Tarpey, MSc

Julie's 20 years of consulting experience covers the church, not-for-profit, public sector and commercial arenas. Her own first leadership experience is rooted in 11 years of general management in the John Lewis Partnership. She was the Operations Director of the Bible Society during a time of radical change and has, more recently, completed two years as Director of the Foundation of Church Leadership. Julie has particular experience working with Christian organisations, both in the UK and overseas. Her MSc is in People and Organisational Development.



We are grateful to Allchurches Trust Ltd for supporting the design and delivery of this programme to develop the leadership capacity of current and future Diocesan Directors of Education in order to make a significant impact in every area of education provision and to contribute more broadly to the strategic leadership of the Diocese.

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