



# Early Headship Coaching Offer (EHCO)

## Overview for Participants

The Church of England's Early Headship Coaching Offer (EHCO) provides a personalised learning journey for headteachers during their first five years in post, prioritising their wellbeing and personal development as a school leader and supporting them through local networks.

The EHCO is for new headteachers, within the first five years of headship who have either already completed the NPQH or are now undertaking the revised NPQH.

## Our EHCO programme will:

### ASSESS

your leadership knowledge and skills, through a headteacher-specific diagnostic tool

### TAILOR

your learning journey to your specific needs, so you can make best use of the extensive research base

### REFINE

a relevant area of school improvement through expert-led coaching

### NETWORK

with both new and experienced headteachers to create communities of practice for the long term



“This was a really informative session and in particular the reflections at the beginning about leaders looking after themselves. Lots to take away and think about from the session and how to then apply this in my own setting.

EHCO Participant, 2022



## Your Learning Experience

The Church of England EHC programme is designed to develop you as a leader in 3 key aspects, which we define as **CALLED, CONNECTED** and **COMMITTED**.

Drawing on these aspects of leadership, your learning experience with the Church of England will be defined by 6 interacting principles upon which we have built the entire programme.



### #1 Teacher excellence at the heart of Leadership

Be inspired to place the art and craft of teaching at the heart of your vision for headship and secure the best outcomes for children through building a culture of teacher excellence effective classroom practice.



### #2 Culture which shapes Leadership Practices

You set the culture and define it by your expectations, actions and decision-making, enabling your teams to secure the very best outcomes for every child. Putting your vision into practice is complex, but each unit will help you to bring this vision alive.



### CALLLED:

Defining self-identity and ambitious school vision for flourishing children and adults



### #6 Social Justice and Serving the Common Good

Our Vision for Education for all schools is centred on the flourishing of children and adults through Educating for Wisdom, Hope, Community and Dignity. Leading excellence in teaching is the most effective way to enact social justice for any community.



### COMMITTED:

Enacting purpose through evidence-led decision-making and actions



### CONNECTED:

Developing together within an inter-dependent community of learners



### #3 Creating and sustaining Communities of Practice

We flourish together not alone. Your training will embed you in vibrant professional networks, ensuring that your wisdom and wellbeing are strengthened by the community.



### #5 Effective Role-Specific Application of Knowledge

The knowledge you gain will be applied effectively, specific to your role as a Headteacher, enabling you to deeply understand the evidence based teaching, and put your teaching into practice in new and unfamiliar contexts.



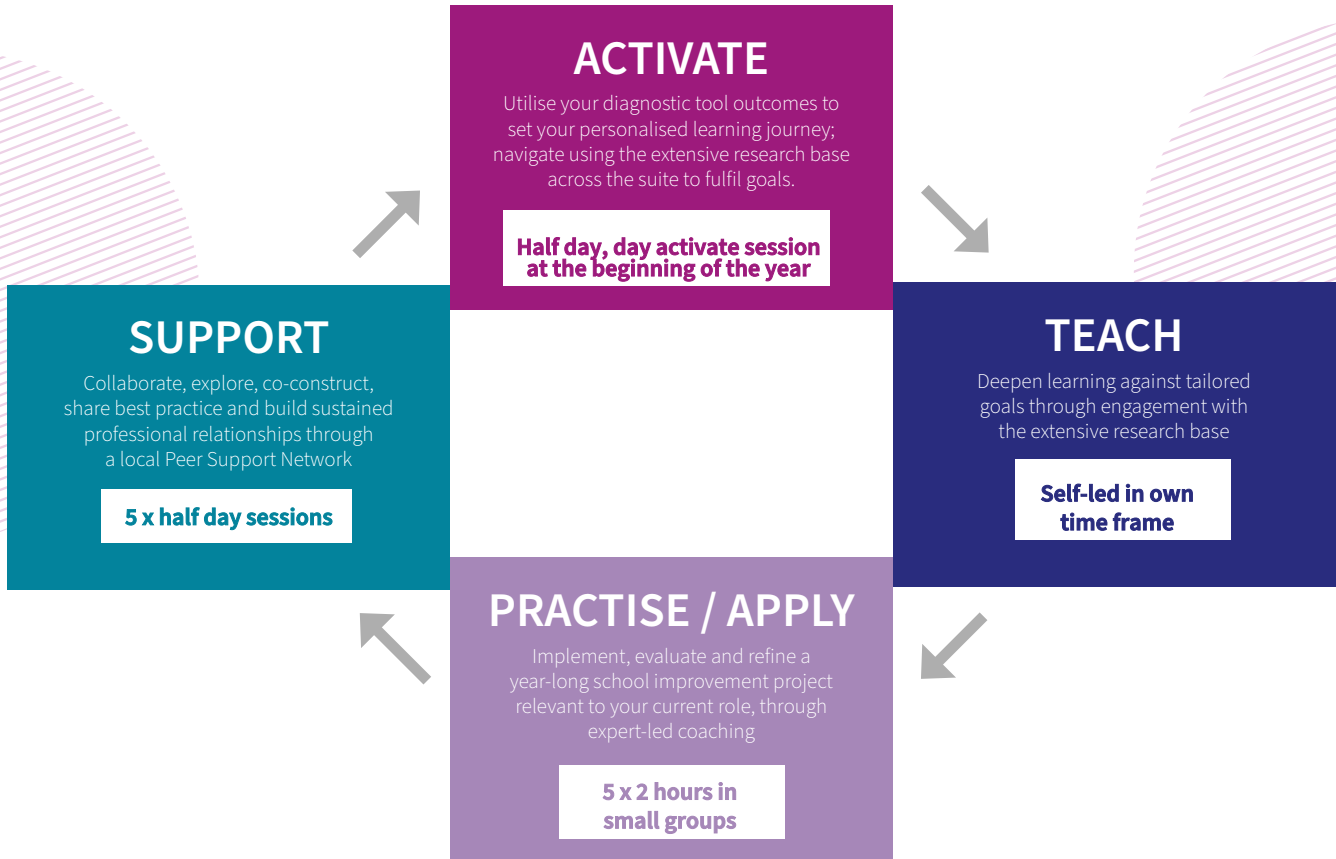
### #4 An Expert Coach for Every Leader

Your expert coach will guide you through a significant proportion of the programme, enhancing your understanding of the research and supporting your practice of new skills.

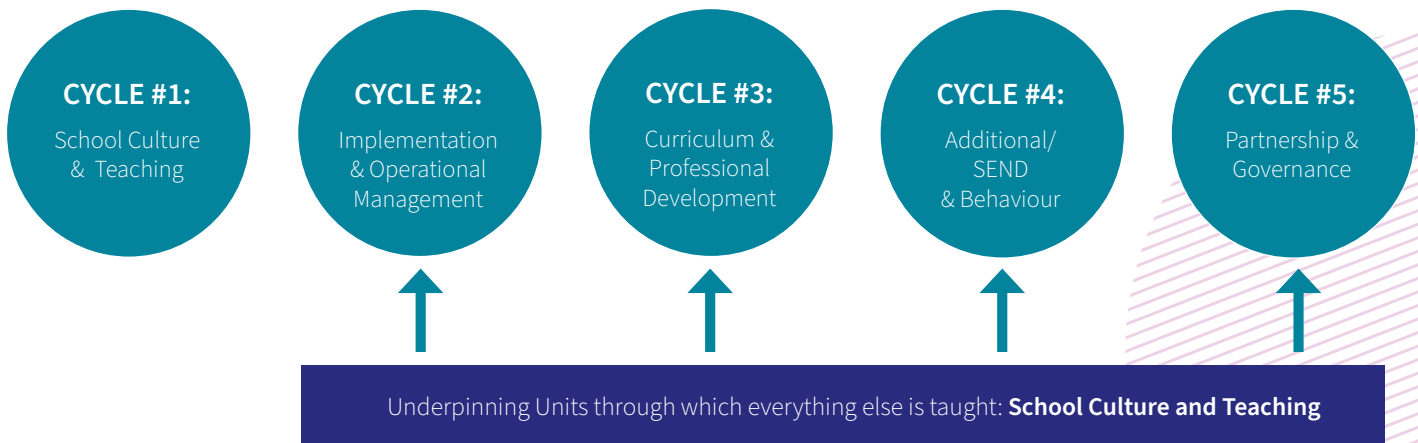
## Your Learning Journey

Your EHCO Learning Journey is based on the 4-stage learning cycle of the NPQH which offers a rich blend of online, asynchronous and face-to-face learning experiences.

The EHCO covers 5 learning cycles over 12 months. Through these learning cycles you will cover:



The course is based on the 10 units of the NPQH framework and will be delivered across 5 cycles of the learning model, as follows:



During the course of the Early Headship Coaching Offer, a new headteacher will have the opportunity to engage with: 1/2 half day session unpacking your diagnostic and individual learning goals, access to the research base, 10 hours of expert-led small-group coaching and 5 half day Peer Support Networks.

## Course Leaders

Throughout the Early Headship Coaching Offer, you will be taught by Regional Facilitators who will enable you to contract and review your individual learning journeys. We have a line up of inspiring external facilitators, with considerable headship experience who will share their expertise in their respective areas of work.

You will also be supported by an Expert Coach who you will meet regularly alongside a small group of peers. Our EHCO Peer Support Networks build upon a model already used with over 1200 schools nationally, through the Church of England Foundation for Educational Leadership. .

All facilitators and coaches are experienced leaders working with the Church of England's Regional Delivery Partners. All coaches accredited by the Church of England (in partnership with Leadership Matters) and hold a Certificate in Evidence Informed Practice from the Chartered College of Teaching.

## Department For Education Scholarship Funding

In addition to the reformed suite of NPQs, the department is introducing an Early Headship Coaching Offer for new headteachers from autumn 2021. This is a targeted support package for teachers new to the role of headship.

You are eligible for this targeted support package if you meet the following criteria:

- Are in your first five years of headship
- Work in a state-funded school in England upon starting the training
- Have either completed an NPQH before taking up your first headship post or are currently taking the NPQH
- Have not withdrawn from the additional support programme previously

See [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq) for latest information on eligibility.



“I can honestly say that everyday I use something I learnt on the training. It's invaluable and has helped shape me as a leader.”

NPQ participant, 2022

## How to apply

1. You will need to complete an online application form at [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq).
2. Your sponsor will then complete an endorsement form. Your sponsor should be your Trust CEO or Chair of Governors if you are a serving Headteacher, or your Headteacher if you are a senior leader.

Register your interest now on our website to ensure you get the latest information about completing your application

We host regular webinars to support you in your development and choosing the right programme.

Find out more: [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq)