

End of Year Programme Evaluation Form

Trainer: Dave Cole

Name: _XXXX_ _XXXXX_ _____

Date: ___June XXXX_____

Training Title: _Shine Senior Leadership Programme_ __

Location: _SIA (The Pod)_____

Dear Senior Leader,

Many thanks for taking part in this year's senior leadership programme. I have certainly enjoyed it and I hope that you have too. It is very important that we capture the impact; for you, for me and for your Headteachers.

With this in mind, I would be very grateful if you could spare a moment to complete the programme evaluation below:

Post Leadership Programme Evaluation		
<i>1 = very low 10 = very high</i>	<i>Score out of 10 in October</i>	<i>Score out of 10 now</i>
Please rate your overall professional confidence	7	9+
Please rate the extent to which you see yourself as a senior leader	7	9+
Please rate your confidence in relation to challenging underperformance and 'having difficult conversations'	6	10
Please rate your professional self-awareness	8	10
Please rate your knowledge of when and how to flex your leadership style to bring about your desired school change	6	9+
Please rate your understanding of how to bring about successful 'change'	6	9+
Please rate your confidence to distribute leadership	6	10
Please rate your confidence in the use of strategies to overcome those staff who may be resistant to change	6	10
<p>Please describe how your leadership learning has helped you in your role. I felt that although I had the skills and knowledge to be an effective senior leader I lacked confidence and experience to have difficult conversations or always challenge staff where necessary. Being on the course helped me by confirming I had what it takes and getting the opportunity through role-play, listening to the experiences of others on the course to have the confidence to be assertive when required. For me, having the training on the terms to use and what not to say in difficult conversations was important.</p>		
<p>Would you recommend this programme to a colleague? If yes, why? Yes. I already have to the head. It builds confidence, helps leaders be aware of their style and how to put in practice the theory. It is achieved through a supportive environment delivered with enthusiasm and humour by Dave.</p>		
<p>Would you like to continue on your leadership journey? What further training would you like? Not sure yet...</p>		

What did you most like about the programme?

It was not dry and overly theory driven. You are not left to yourself to read screeds of books and paperwork.

We are encouraged through dialogue to discuss the issues and the theory is so well delivered I found myself taking copious notes to remind me later (although this is unnecessary as we received all the slides and notes!).

It is not possible to just 'dial it in' as I thought I would do at the start.

From the get go I found the training not only useful but exactly what I needed. I did not think I would participate that much but found myself fully involved and enjoying the discussions and activities.

Making new connections with other colleagues and hearing their experiences.

I have also bought some of the books and read them (mentioned and available to look through during the course of the training)! Had I been directed to read them I would have resisted (I am now more aware of my personality type!)

Did you have a *lightbulb moment*? If so, what was it?

Making time for staff.

Although always busy I make sure I drop in with staff to see how their day is, give feedback and praise to staff.

Even making a cup of coffee and bringing it to a colleague who has had a bad day has brought great rewards in staff wellbeing and the working atmosphere of my school.

General Comments

This is the best training experience of my career.

That sounds over the top for me but for me is true.

Thank you for your feedback and we look forward to seeing you soon!