



# **KAA Leading Learning from the Middle**

## What is the KAA Leading Learning from the Middle programme?

Leading learning from the Middle is one of Karen Ardley Associates flagship programmes. It provides the opportunity for middle leaders to improve their leadership behaviours and develop the skills required to make real changes to standards in their area of responsibility.

It has a proven record of impact, both during the programme and overtime as participants apply their learning.

We often have requests for the programme from principals and senior leaders who participated earlier in their careers ... and they see the benefit for their colleagues.

*"I first worked with Karen in my previous school, where I was the Leader of Teacher Development. In my new role we were looking for a high quality, high impact and highly recommended provider to deliver leadership training for both our own teachers and for those in the region. KAA were able to meet our requirements exactly, and the training received excellent feedback from colleagues who were able to note improvements in their own practice and how they worked with others"*

## How does the programme promote leadership development over time?

The Leading Learning from the Middle programme is 4 days of facilitated learning supported by the KAA's award winning online self-study platform to keep the learning momentum going over time. The programme encourages participants to apply their learning in a practical in-school leadership project of their choice, supported by their senior leaders.

## Why is this programme important for schools?

The Leading Learning from the Middle programme is focused on the importance of effective middle leadership in schools – often called the engine room of the school, our programme is designed to turbo charge that engine room!

We work with participants to deepen and extend their knowledge and understanding of their leadership role. We encourage a focus on reflective practice and use a research informed set of materials that will support each leader's development.

## How is the programme organised with schools?

We have a variety of models for the facilitation of the programme that we use and adapt to suit the needs of the school. For example:

- ➔ For individual schools we offer options that include:
  - Host the programme at your school: Commission a programme to be hosted by your school, enabling you to allocate the number of places you require within your own school, and then sell the additional places to neighboring or sister schools in order to recoup the costs of the programme (up to a maximum of 30 participants in total).
  - Bespoke to your school: Commission a programme at a time that suits your school, giving your staff a bespoke opportunity to work together to develop their leadership capacity. The KAA facilitator will weave into the programme the specific context of your school, invite you to observe the participants' presentations of their learning. This programme enables you to celebrate and encourage your middle leaders (up to a maximum of 30 participants in total).

### ➔ For a large group of schools

We have a model that enables senior leaders to become facilitators of the KAA programme, which they can then run within their own schools. KAA support the 'in house' facilitators as much or as little as they require, and we offer a QA process to give confidence in the fidelity to the programme.

## The impact on participants

We know that participants find the programme useful, relatable and in many cases transformational. We work hard with each cohort to ensure each participant gains the skill, knowledge and confidence they need.

*'This course will change your life...not only as a leader but as a human. Best training I have been on in my life'*

KAA Middle Leader Participant, Braeburn International School, Kenya

*"This is one course that I know has totally transformed how I look at Leadership in T&L. Being a new leader, I now feel I am equipped with the tools to transform self and others, to create opportunities for growth into high performing teams and to inspire change in my workplace."*

KAA Middle Leader Participant, Wellington College International

*"There is a wealth of information, expertise and easily applied methods presented. Participants come out much better leaders."*

KAA Middle Leader Participant, British School of Tokyo

*"To have so much new knowledge and so many ideas and strategies to help me improve my role as a leader. 4 full days to reflect on my practice have been extremely beneficial to my professional development. I would highly recommend this course to anyone – it has been truly motivational and inspiring."*

KAA Middle Leader Participant, British School of Kuala Lumpur



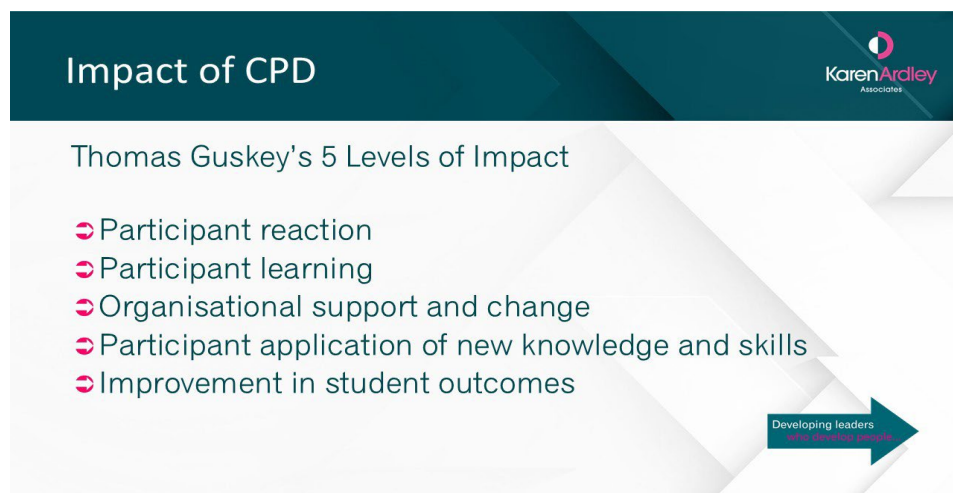
*“Watching the participants grow in confidence over the 4 days is a joy to see. So many gain insight that will enable them to continue to develop in their leadership.”*

Jayne Bennion, KAA Director and Facilitator

Over 95% of participants said they:

- ➔ Found the programme very useful and would recommend it to others.
- ➔ They valued being able to ask questions and reflect on their own leadership experience.
- ➔ Feel more confident in their leadership.

At KAA we are interested in impact on participants during the programme but also beyond the programme. We use Guskey's model to frame our feedback questions to look for impact over time. We know from past participants that the application of their learning can continue for many years and in many leadership contexts. The KAA programme has a very strong reputation for excellence and is highly recommended by participants past and present.



**Impact of CPD**

Thomas Guskey's 5 Levels of Impact

- ➔ Participant reaction
- ➔ Participant learning
- ➔ Organisational support and change
- ➔ Participant application of new knowledge and skills
- ➔ Improvement in student outcomes

Developing leaders who reverse poverty

The slide features a dark teal header with the KAA logo. The main content is on a light grey background with a large, faint arrow pointing right. A smaller teal arrow at the bottom right contains the text 'Developing leaders who reverse poverty'.