

## **SSP education and training Programme 2008**

### **Frequently asked questions**

**What's in a name?** We wish to give a brand to all the training and support that SSPs receive. Giving it an identify will make coordinating any training easier, so when anything is publicised under the brand name we wish to ensure that it is high quality and cutting edge. We currently don't have a name – can you suggest one?.

**Will I get more specific detail on the training i.e dates, outcomes etc?**

Yes, this is just a 'heads up' and each SSP will receive further information direct to them by the end of this school year. We aim to house information in a dedicated area of the SSX

**Will I have access to accreditation straight away?** As a PDM no. We are working towards this process. We will be able to signpost PDMs to enhanced opportunities. SSCos in the Yorkshire region will have this opportunity as one of the fundamental reasons we wish to develop 9 Government Office regional training centres is to ensure all training is linked to accreditation routes.

**Why will there only be SSco skill training in Yorkshire?** We are moving away from SSco training being delivered by CSPs to move towards 9 regional training centres in each Government Office region. To get this right we don't wish to run 2 systems therefore we are focussing solely on the pilot with Sheffield Hallam University.

**What can SScos expect this year?** The priority for this year is that all SScos understand the 5 hour offer; their role in it and what they may have to do differently. This will take place through county level network events that CSPs will continue to facilitate with the support of the YST. These will follow on from the national conference.

**Should I do any skill development training for my SScos?** That is up to you but it may be a good opportunity to cascade any learning's you take from the PDM Leadership and Management training being led by Katie Donovan. YST Development Managers may will be a good support here. This was a positive that some PDMs took from some pilot training she led this year.

**My SSP is in the Yorkshire region but no where near Sheffield Hallam, how can my SScos access training?** Part of the contract with Hallam is to develop flexible training opportunities for the SSco's i.e some training will be at Hallam, some training will be more localised with Hallam delivering in other areas; some training may be distance learning.

**Will the SScos have to pay for training?** Only if they wish to develop further. The core offer will be 2 free training opportunities but beyond this Hallam will develop enhanced training for which they may be charged..

**My SSP is not in Yorkshire but still very close to Sheffield, can I access training?** In the first instance no as this is a pilot and we wish to keep it very focussed.

**What can I expect from the skill development training?** The key focus for PDMs will be:

- Visioning & Strategy
- Leading & Managing People
- Leading & Managing the Partnership
- Leading & Managing Networks
- Monitoring & Evaluation

The key focus for SSCos will be:

- Development thinking
- Strategic planning
- Monitoring; analysis and celebration
- Growing people
- Influencing and negotiating
- Managing meetings and making presentations

*Not all necessarily in one year!*

**What can I expect for my PLTs?** We are currently reviewing the PLT modules in line with the 5 hour offer. In the first instance we aim to support LDAs deliver a PLT conference which will focus on embedding understanding of the 5 hour offer, roles and responsibilities for delivery of the PSA locally and school self evaluation against the 5 hour offer.

**Why are you helping us move on with the succession planning?** On average 25 PDMs are moving on a year. Some to School SMT and others to wider opportunities and some to completely different fields. Rather than just lose people, we wish to help the network evolve and grow effectively by ensuring that wider people understand the role of a PDM and the skills that they have meet the demands of higher level positions, thus enhancing the understanding of the SSP network.

**How can I continue learning outside of any planned training?** We would like to see staff at all levels develop 'action learning sets' from the input that they receive. This may be a number of colleagues staying in touch and coaching each other through certain skill development aspects.

**Do I have to bring 2 other people to the S&SP conference?** No, but if every SSP did we could manage the numbers. This would then mean similar numbers to the Sports College Conference. As you know the S&SP Conference has really grown over the years and in some areas we wish to narrow the gap between the two. We want to provide opportunity for more people to attend from SSPs, be that SSCos; PLT's or HT's.

**Will the SSP education and training Programme be the same next year?** It will be the same in that we will focus on skill and knowledge development as

well as succession but we will assess the need within each to ensure the network is developing