



PaJeS
Partnerships for
Jewish Schools

Ujia
OUR ISRAEL. OUR FUTURE.

PAJES LEADERSHIP FELLOWSHIP

2018-2019



Sponsored by
The Gerald Ronson
Family Foundation
and UJIA Ashdown

The PaJeS Fellowship builds on the work of the UJIA Ashdown Fellowship since 2000 developing educational leadership. It is designed to address the challenge of developing a cohort of Headteachers and senior leaders in Jewish schools. The Fellowship would be suitable for a senior or middle leader with at least two years' experience of leading a team and who has successfully implemented wider school initiatives.

It comprises:

- A bespoke enrichment course around themes of leading a Jewish school
- Participation in the NPQSL or NPQH course at the Institute of Education
- A seminar in Israel
- Coaching and mentoring
- Visits to other schools

As well as encouraging participants to take up senior leadership positions in the future, the programme will aim to enhance current leadership practice. The recruitment of applicants from across a wide range of schools is designed to encourage collaboration amongst the group and an excitement about what can be achieved through partnerships and joint ventures.

PaJeS is committed to:

- Ensuring excellence and coherence in the leadership programmes
- Maintaining a good working relationship with the participants' schools to ensure the best outcome for their staff
- Ensuring participants feel valued and supported

Aims of the Fellowship

We hope that a graduate of the Fellowship will:

- Have a greater understanding of the wider Jewish community and the crucial position of schools within the community
- Appreciate the many constituencies who have an interest in schools such as trustees, governors, parents, community
- Be part of a supportive and nurturing network of school leaders
- Understand the importance of the highest standards of teaching and learning in their schools
- Have a better understanding of their own strengths and abilities in leadership
- Be better equipped to navigate current educational policy

Timetable

- The enrichment programme will begin in the Spring term 2018 and will take place on 6 days spread over 2018 and 2019
- The Institute of Education NPQSL/NPQH programme will begin in September 2018
- The Israel seminar will take place during the week of half term, 18 February 2019

Enrichment Programme

It is our intention that the enrichment programme complements the NPQSL / NPQH. We plan to build on the themes in the NPQ qualifications to explore ways in which these ideas are similar or different in application in the context of faith schools.

The enrichment days will include practical skills workshops to ensure that the participants are best equipped to deal with all aspects of the role they intend to grow into. Additionally, over the course of 18 months, we will provide opportunities to visit other schools and learn from best practice.

Enrichment themes will include the following:

- The Jewish community and Jewish schools, overview and statistics, what is special about leading a Jewish school
- Thinking through the Jewish vision of the school, what does it mean for each part of the institution
- Understanding the role of faith schools in British society and linking with other faith schools
- Change management, how do you bring people with you and move them on as a team
- Coaching skills and giving feedback
- The value of collaboration and partnerships amongst schools
- Creating a digital strategy
- PR and marketing
- Public speaking
- Jewish education texts
- Financial management

Institute of Education

We are working in association with the Institute of Education, which launched new programmes for the National Professional Qualifications this academic year. Participants of the Fellowship programme will apply to register for the NPQSL (National Professional Qualification for Senior Leadership) or the NPQH (National Professional Qualification for Headteachers) for the academic year 2018-19.

<http://www.ucl.ac.uk/lifelearning/courses/courses-leadership-colab>

Acceptance on the Fellowship will be helpful for an application to the Institute but will not guarantee a place. LSJS is acting as the liaison with the Institute of Education and will continue to do so through the programme.

The NPQSL and NPQH programme comprise six days on the following topics:

- Induction day
- Succeeding in Senior Leadership / Headship
- Leading Learning and Teaching
- Leading with Impact
- Leading Effective Partnerships
- Leading Strategically

In addition to the face to face sessions the programme follows a blended learning format which consists of workplace learning and practice activities, peer and facilitated learning, reading, structured reflection, online learning and a 360 diagnostic assessment.

We will work with the Institute in helping participants decide which qualification is most suitable for them in the case of uncertainty. If participants wish to take an alternative route to NPQSL or NPQH we will consider this.

Mentoring and Coaching

Each participant will be assigned a school mentor and also linked to an experienced business leader to offer an insight into different leadership styles and the breadth of leadership and management.

Fellows will be given the opportunity to participate in a work discussion group to share their workplace experiences. At present PaJeS runs two Heads' Work Discussion groups providing a confidential forum for Heads to share their challenges and learn from the facilitator as well as from one another. These have proved to be an excellent way of building up support networks, integral to the confidence of those holding leadership positions.

Applications

To make an application please submit:

- Your curriculum vitae
- A supporting letter from your current Headteacher
- The name and contact details of one further referee, either professional or communal

Answers to the following questions:

- Where do you see yourself in five years' time in your professional career? (up to 250 words)
- What has been an important piece of learning you have done over the past couple of years and what impact has it had on your work? (up to 250 words)
- What do you perceive to be the key challenges in Jewish schools over the next three years? (up to 500 words)

Applications should be submitted to raisel@pajes.org.uk by **13 November 2017** and interviews will be held in November.

Please contact lira@pajes.org.uk for further information or for an informal talk about the programme.

Costs

The costs of the enrichment programme and of the seminar in Israel will be met in full by the Fellowship. In addition 40% of the cost of the Institute of Education professional qualification will be subsidised. Schools or individuals will be asked to contribute the balance, 60% of the cost.