

CODE **8135**

**ABOUT THIS COURSE**

These are exciting times to teach and lead in languages. Social media platforms are alive with the latest developments in teaching and learning and we are learning more from each other than ever before. However, opportunities for subject specific leadership development can be rare in the languages community. That is why this new course is here to support both aspiring and new languages leaders by dissecting what we mean by good leadership and how that can best be implemented in each of our own school contexts to improve student and staff outcomes. Together, we will examine specific challenges faced by leaders of languages and the strategies needed to be a successful Head of Department. Delegates will gain an understanding of the features of an excellent languages Department and take away practical strategies to set-up, and run their own departments.

**PROGRAMME**

TIME

**Defining the role: What is middle leadership and its key challenges?** 10.00 – 11.00am

- What are the challenges of leading an languages department?
- What kind of leader are you?
- Being accountable and making others accountable
- What are the main duties and responsibilities as a middle leader?
- How to build a team ethos
- Tips for successful leadership

Discussion: coffee break 11.00 – 11.15am

**Maintaining your curriculum** 11.15 – 12.30pm

- Identifying areas for development in your new department and a plan of action to implement your changes
- What do high quality resources look like in languages? What order of delivery and forms of assessment would facilitate excellent student outcomes?
- Effective implementation of robust tracking systems to monitor student progress across the department and using data effectively.
- Facilitating a positive impact on student outcomes across the department: Strategies to prepare students for examination success
- Having an impact on student experience: Inspiring and engaging students through trips, guest speakers, student societies and use of social media.

Lunch and informal discussion 12.30 – 1.30pm

**Effective leadership: How to foster high expectations and deliver outstanding outcomes** 1.30 – 2.30pm

- Fostering a team and parity of student experience
- Strategies for establishing, maintaining and promoting high quality teaching, learning and assessment in languages
- Supporting your team with innovative and engaging teaching
- The importance of delegating and utilising the strengths of your staff
- Using data effectively for monitoring and feedback, to lead to outstanding student outcomes
- Get a “buzz” around languages through enrichment provision

**Sustaining Quality: Dealing with challenging issues** 2.15 – 3.10pm

- Monitoring staff performance to ensure outstanding student outcomes across the department
- Challenging underperformance, sustaining excellence and maintaining standards
- How to best support staff professional development in line with departmental needs
- Dealing with difficult conversations

Discussion: afternoon tea 3.10 – 3.15pm

**Selling yourself: How to get the job!** 3.15 – 4.00pm

- How to write a winning personal statement for a Head of Languages role
- How to best prepare for the interview day, dos and don’ts
- What makes an excellent micro-teach? How to showcase your talent.
- What types of questions will be asked at interview? What kinds of answers will score highly?

LOCATION/DATE

**London**

**Monday 07 November 2022**

**COURSE LEADER**

**Esmeralda Salgado** is an Advanced Skills Teacher, with over 20 years’ experience, most recently in Ely, Cambridgeshire as Head of MFL and Digital Learning Lead at a prestigious independent school. She provides training for Languages teachers, especially regarding the use of technology and writes an educational blog, where she reflects on different aspects of Languages teaching and learning. She has published a Spanish Grammar book set up on a lexicogrammar approach. She is passionate about languages and sharing good practice among colleagues which led her to be a 2022 Silver Award winner in the Pearson National Teaching Awards.

**WHO SHOULD ATTEND?**

- TLR holders in languages departments
- Newly appointed leaders of languages
- Aspiring leaders of languages
- Heads of languages
- Teachers of languages

**BENEFITS OF ATTENDING**

- Gain the latest understanding of what makes an excellent leader of languages.
- Examine the challenges of middle leadership and develop strategies to overcome these.
- Get prepared to successfully lead an languages department; developing a vision, strategy and building a team.
- Obtain strategies to effectively run an languages department including improving teaching and learning, tracking student progress and managing underperformance.
- Examine ways to enhance student and parents experience in languages to facilitate outstanding student outcomes.
- Tips and advice on how to be successful in job applications and interviews for a Head of Department role.