Unlocking Sustainable and Strategic Careers Leadership

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Welcome
Who is here today ?

SLT Careers Lead

Careers Advisers

Careers Leaders

Anyone else ?

Session overview

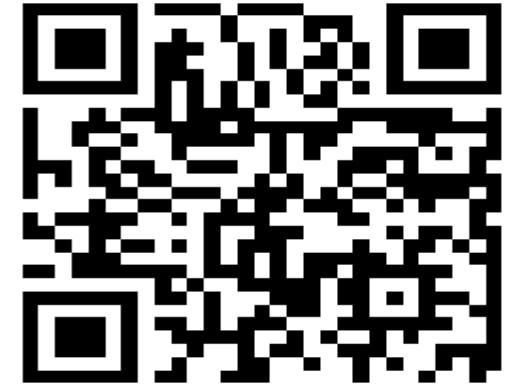What is distributed leadership of careers and why is it important?

Taking Careers to the next level

Using The Careers Impact System to unlock sustainable strategic leadership

Reflections and next steps

What do we mean by Distributed Leadership of Careers ?

Why is it so important ?

Join at
slido.com
#5317 706

Why is distributed leadership of Careers so important ?

Shared leadership - collaborative decision making

Whole school or college approach

Careers is embedded

Raises profile of Careers

Staff buy in / SLT buy in

Adapts to diverse skillsets

Organisational resilience - adaptable to staff leaving

Uses expertise - flexibility in leadership role based on skills and needs

Empowers staff - encourages bottom-up initiatives

Paradise
Academy

Steps to Paradise Academy?

Full SLT buy in and support.

All staff understand the vision and intent for Careers.

Careers fully embedded across all departments.

A stepping stone to the next level

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Gatsby defines what good Careers looks like in schools and colleges.

• But how can we move evaluations beyond compliance?

• How can we avoid what can become a box ticking exercise?

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Careers and Enterprise Company Careers Impact System

Internal Leadership Review
Peer-to-Peer Review

Internal leadership review (ILR)

Maturity Model framework - evaluating the institution's position on a continuum of statements.

Completed with Careers teams with leadership team engagement, including the Headteacher/principal, Careers Adviser, Careers Link governor etc.

Priority improvement areas identified to embed and distribute careers. Qualitative approach functions on own. Can lead to a Peer-to-Peer Review.

The Maturity Model

Theme 1: Foundation for unlocking sustainable and strategic Careers Leadership

Theme 1: Careers Leadership, vision and intent and planning for development (BM 1)

Theme 2: Addressing the needs of all learners and impact evaluation (BM 1 & 3)

Theme 3: Understanding of LMI and future pathway options (BM 2 & 7)

Theme 4: Linking curriculum learning to careers (BM 4)

Theme 5: Encounters with employers/employees and experiences of the workplace.

Theme 6: Personal Guidance (BM 8)

Activity: Look at Theme 1 of the maturity model

Circle where you would place your school or college

Theme 1 Careers Leadership, vision and intent, and planning for development				
1.1 **Careers leadership and distributed leadership of careers**	There is a named Careers Leader.	There is a named Careers Leader who has completed – or is in the process of completing – appropriate Career Leader training. Their role is clear within the staffing structure, and they have sufficient time to fulfil their responsibilities.	Leadership of careers includes a trained Careers Leader with line management at senior leadership level. Additionally, there is sufficient capacity and resources to deliver a strategic careers development plan.	Careers leadership is supported with specific training and is embedded across the staffing structure and within college development planning. Systems and processes support a shared responsibility for delivery of careers across the college, enabled by clearly defined roles and responsibilities.
1.2 **Leaders' vision and intent for careers**	There is a college vision that refers to preparing learners for their future.	The college vision includes specific reference to preparing learners for their future. There may be a related vision specifically for careers. The vision, intent and priorities for the development of the careers provision are shared with senior leaders, governors and staff.	The vision(s) informs the priorities for the development of the careers provision as well as relevant sections of the whole college development plan. Senior leaders, governors and staff understand the vision, intent and priorities for the development of the careers provision.	The vision(s) shapes the priorities for the development of the careers provision and informs all relevant areas of the college development plan. It supports delivery of the college's Local Skills Improvement Plans (LSIP) commitment statement. Senior leaders, governors and staff understand and are accountable for achieving the vision, intent, and priorities of the careers provision, in alignment with wider college priorities.
1.3 **Strategic careers planning**	There is a cross-college careers development plan.	There is a strategic careers development plan that includes priorities for the continuous improvement of the careers provision (which includes cross-college careers roles and responsibilities).	There is a strategic careers development plan in place, with objectives aligned to the college's other priorities. Careers is aligned with the college strategic plan and is an integral part of college development and improvement planning and activity. It is linked to the needs of local and regional business, local demographics, the Local Skills Improvement Plan (LSIP) and learner needs.	Both the college strategic plan and strategic careers plan are inter-related, placing careers at the heart of college life, reflective of the needs of local and regional business, local demographics, and learner needs.

Careers Impact Peer-to-Peer Review

Expert facilitation trio of institutions

Full day with set methodology and structure

Critical friends – questions/gentle challenges

Identifies strengths and improvements

Results in actionable insights and stronger peer network, with increased SLT buy-in and support

The Process

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Internal Leadership Review

Peer-to-Peer Review

Action planning & presentation to SLT/Governors

Lightbulb moments !

How can this be elevated?

What does your data tell you?

Who else needs to be involved?

What happens if nothing changes?

Our insights and learning from Peer to Peer Reviews

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- Keep your institution's prepared overview concise with just one or two slides.

- Follow the CEC methodology – for consistency and effectiveness – it works!

- It's a supportive environment – be honest and open to change.

- Attend in pairs from your institution - one must be SLT decision maker.

- Don't be afraid to ask challenging questions to support other institutions' growth.

- Ensure your institution is held accountable for the agreed actions.

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Your next steps to unlock sustainable and strategic Careers Leadership

- Explore the Internal Leadership or Peer to Peer Review

- Explore Awards: Quality in Careers Standard or Matrix.

- Consider how different departments can contribute to whole school or college approach

- Could link careers governor, parents, or employers offer valuable input ?

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Questions

Further Reading

Careers Impact System

Internal leadership review

Quality in Careers Award

Matrix Standard

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Please share
your feedback

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