

# How can the Educator-Led Development Programme (ELDP) develop leadership practice?

Our [Educator-Led Development Programme \(ELDP\)](#) is designed to enable all educators to not only improve the effectiveness of their practice but also focus on school improvement within their school or setting. Using a blend of teaching methods, the ELDP combines in-person and online sessions so all participants feel supported and included throughout the process.

## How is the blended ELDP organised?

There are two different experiences that the ELDP offers: the Participant Experience and Facilitator Experience.

### The Participant Experience

During a single academic year, participants will receive 15 hours of support to develop their own development project including:

- 7 school-based twilight sessions
- Regional and international Network Events
- Regular tutorials with their ELDP facilitator
- Attendance at the Annual Conference
- The opportunity to visit other groups

Throughout the Participant Experience, members will assemble a portfolio of evidence and an account of their work leading to the award of the HertsCam Certificate in Educator Leadership.

### The Facilitator Experience

Over two academic years, the Facilitator Experience offers experienced educators 50 hours of support enabling them to lead their ELDP group, including:

- A Facilitator Team conference
- Regular team meetings, planning workshops and 1-2-1 supervisions
- Bespoke resources and tools to both plan and lead group sessions
- Session visits with detailed feedback
- Regional and international Network Events
- Attendance at the Annual Conference
- Moderation of participant portfolio assessments

During the second year of the experience, facilitators assemble a portfolio of evidence leading to the award of the HertsCam Certificate in Facilitating Educator Leadership.

## How can the ELDP develop leadership skills?

The ELDP is designed in line with HertsCam's methodology to enable any educator to effect change within their organisation. This change can impact pupils, teams, or the whole education community.

The support we provide throughout the blended ELDP enables participants to feel empowered to lead change. Focusing on leadership as a practice that anyone can learn, ELDP encourages participants to make use of their professional and personal knowledge and expertise to make a difference in their field and educational setting.

## Are there examples of how the ELDP works in different educational settings?

As a **teacher**, the ELDP allows participants to connect with other ELDP members and individuals from their own school. Engaging with colleagues and having time to reflect and plan helps to drive change leading to improvements for children and young people.

As a **headteacher**, the blended ELDP is a vehicle for whole school improvement, supporting retention of valued colleagues, personal and professional development and enhancing a collaborative culture of learning and leadership for all.

As a **member of the support staff**, the ELDP enables participants to connect with colleagues from across their own organisation and be supported in making a difference to children and young people's learning whatever their role may be.

To learn more about the wide-ranging impact of ELDP on pupils, educators and organisations, view our participant stories [here](#).

If you would like to find out more, please get in touch.