

Case study – Next Steps Programme 19/20

- **Rebecca Matten**
- **Carr Infant School**
- **SLT, Year 1 Teacher and Maths lead**

What was the focus for your development/ Why did you want to take part in the programme?

I took part in the programme as myself and my previous head had discussed my desires to progress my career. I thought the programme may offer me time to think about what I would like my steps to be and how I could look to achieve these, I also thought it would be a great opportunity to meet new people from other schools and settings.

What impact has the programme had on you?

The programme has given me more confidence, it has encouraged me to apply for new roles in other schools which I would not have had the confidence or self-belief to do before. It also allowed me to work on my interview skills and look deeper at what kind of person/leader I am and how to manage colleagues more effectively based on their personality traits. These have been areas which I have been able to talk about in my applications and made me think about my answers to interview questions.

What do you know now that you didn't know before you started the programme?

It is not necessarily knowledge that I have gained but more self-belief and confidence, I was inspired by the people that ran the course and the female speakers who came to talk to us and I also found the one to one sessions extremely useful. It has made me realise that I need to spend time to reflect and look at myself and my leadership skills and it made me look at how I lead in a different light and because of that I have adapted my leadership style at times when working with colleagues in my current school.

What are your next steps?

At the start of this academic year I did apply for a Deputy Head post I did not get the role but just getting an interview was a huge step for me and one which I do not think I would have taken without this course. I have recently seen another position open up and I am looking to apply for this. I really would like to now look at how I can further my career and look to move to another school if possible to help develop myself and my leadership skills.

How has EborHope TSA supported you in the programme?

The staff that ran the course and Sarah who did my one to one coaching sessions have really supported me by allowing me the time and encouraging me to find the time to look at myself and think about my future.

In a sentence, what's the biggest piece of learning/insight you've had from the programme that you'd like to share with others (SLT/colleagues, friends, male colleagues, female colleagues etc)?

Set yourself achievable targets but have the confidence and belief that you can achieve them and that you will succeed.