

NASS LEADERSHIP DEVELOPMENT PROGRAMME 2025

We are again excited and proud to announce that due to popular demand and testament to its continued success that the NASS Leadership Development Programme will be delivered again in 2025 by Caboodle Education.

This immensely practical and inspiring programme is designed for leaders / aspiring leaders and;

- Develops and applies a range of practical tools to enable you to be even more effective in your leadership.
- Enables you to move beyond formal leadership qualifications to a programme that helps you ‘walk the walk’ of leadership.
- Explores the key issues that arise in the day-to-day life of a special school leader.
- Enables you to learn alongside others in similar roles and benefit from the wealth of experience that the programme leaders bring to the programme.

Sample testimonials from our talented 2024 cohort;

“The NASS leadership programme is highly recommended. Each module is full of insight and information that you can fully implement and embed, with practice and activities, back into your setting.

There is ample opportunity for discussion, practice and reflection. A great programme to network and develop.”

“As a new leader, this course has helped me develop the skills and knowledge needed for the role. I have been able to lead change more effectively”

“This programme came at a perfect time for me. It helped me to really focus on my priorities and the most effective ways to drive rapid school improvement.”

“I was able to take away something each session to implement”

If you are an existing or aspiring leader looking for a practical ‘toolbox’ for leadership then this programme is for you!

Commencing January 2025 – Early booking essential for limited spaces!

Caboodle Education Leadership Development Programme.

We know that heads/principles need to carefully balance time for their own professional development whilst developing aspiring leaders for the future. We believe that the professional and personal wellbeing of our school leaders is key to school success. By participating in the 6-day programme you and your aspiring leaders will explore the following:

LEADERSHIP DEVELOPMENT PROGRAMME FOR EXISTING AND ASPIRING LEADERS

Project work throughout programme:		
Each delegate will undertake a 'Leadership Project' (related to and scoped by delegate / your organisation) throughout the programme that reflects on and reinforces the learning from the programme back into the workplace. The learning and impact from these projects is the basis for a presentation in day 6.		
MANAGING YOURSELF		
DAY 1	AM	UNDERSTANDING YOUR BEHAVIOURAL STYLE Understand personal behavioural style and how that can positively and negatively impact on your role as a leader within your setting.
	PM	MANAGING DIFFICULT CONVERSATIONS A practical guide to managing difficult conversations.
DAY 2	AM	MANAGING YOUR TIME MORE EFFECTIVELY Explore how personal effectiveness is impacted by your ability to manage time effectively.
	PM	DEVELOPING EMOTIONAL RESILIENCE Explore how to develop and promote an appropriate level of emotional resilience in others and in yourself as a leader.
MANAGING AND MOTIVATING OTHERS		
DAY 3	AM	PERFORMANCE DEVELOPMENT An exploration of how to use performance discussions as developmental tools to promote and reinforce organisational culture and the delivery of outcomes for young people.
	PM	COACHING FOR PERFORMANCE A guide for how to coach others in relation to their performance using a distinct and simple to follow model.
DAY 4	AM	DEVELOPING ORGANISATIONAL CULTURE IN A CHANGING LANDSCAPE How to instil a sense of 'the way it is around here' in your organisation. Developing the underlying culture.
	PM	WORKING WITH STAFF / GOVERNING BODIES TO ALIGN A ORGANISATIONAL DEVELOPMENT PLAN Developing an organisational development plan that is effective, manageable and that drives performance and outcomes for young people.
DEVELOPING YOUR KNOWLEDGE BASE		
DAY 5	AM	LEADERSHIP THROUGH THE EIF FRAMEWORK AND METHODOLOGY. Exploring the EIF methodology and how the Leadership Judgement is demonstrated across all of the other 3 judgements.
	PM	PRESENTING WITH CONFIDENCE How to design and deliver presentations for differing audiences that are engaging, succinct and provide for maximum impact and results.
DAY 6	AM	FINAL PROJECT PRESENTATIONS Presentation of learning and impact from Leadership Project to representatives / sponsors from organisations represented.
	PM	REVIEW OF PROGRAMME LEARNING, PROJECT OUTCOMES AND NEXT STEPS A final review of learning from the programme and guidance on next steps.

Programme Leaders

Caboodle Education is an exciting and innovative company that combines the very best of Amanda Green from Pathways for Excellence and Ian Mason from Neos Learning to unite expert knowledge and skills in special school and business leadership to meet the challenges of senior leaders and aspiring senior leaders.

Amanda Green



Amanda is a highly accomplished Head Teacher, inspector and school improvement partner.

Amanda is passionate about school improvement. She closely supports leadership teams and teachers to significantly improve standards for pupils, delivering rapid results. In an immensely successful career in special education spanning 30 years, Amanda has worked with schools and leaders across all phases of education, care, governance and regulation. This has included the maintained, non-maintained and independent sector.

Amanda places great importance on the development of leaders, giving them the skills and tools, they need to be outstanding leaders of the future.

She now works nationally offering practical support, guidance and validation for schools, academies, local authorities and residential providers supporting their continuous cycle of improvement.

Ian Mason



Ian is a highly skilled and experienced facilitator, consultant and coach. Ian has worked successfully over the past 25 years with a wide range of industries and varying sizes of organisations both in the UK and Europe. He has a passion for assisting leaders in organisations, including in Special Education, in aligning individual, management team and organisational cultures through behavioural development and leadership coaching using his creative and inquiring facilitation style.

Drawing on his vast experience as a company Director and a background in Senior Leadership, he delivers immensely pragmatic development interventions that have a meaningful impact on the organisations that he works with.

He is experienced in the monitoring, review and measurement of the impact of plans and initiatives and instilling the importance in organisations in being able to clearly demonstrate this impact to stakeholders and regulatory bodies.

Your ongoing development with NASS.

A key role of NASS is to provide opportunities to support and develop staff within our member schools. We do this via a range of routes, from special interest groups to training.

As current or developing leaders in special schools, we recognize that you have one of the most diverse and challenging briefs in education leadership. In addition to managing teaching and learning across the school – challenging enough with children’s complexity of need – you are also responsible for running multi-agency, multi-million pound businesses. Although formal qualifications, such as NPQH, set you up with leadership and knowledge skills, we are creating something to take you beyond this with time and space to think about what it really means to be a leader in a special school.

Enrolling on the programme

Each school may send 2 delegates. The programme is open to existing, new and developing leaders who want to introduce fresh thinking, inquiry-based learning and reflection to their work.

Venue and dates

The programme will take place at The Crowne Plaza Hotel in Solihull on the following dates;

Day 1 : Tuesday 14th Jan 2025
Day 2 : Tuesday 4th Feb 2025
Day 3 : Tuesday 4th March 2025
Day 4 : Tuesday 1st April 2025
Day 5 : Tuesday 13th May 2025
Day 6 : Tuesday 10th June 2025

Cost of the Programme

The cost of the programme is £1200 per delegate (this includes sponsorship of £800 per place from NASS).

How to apply

Please return your application form to Claire Dorer at cdorer@nassschools.org.uk
All applications must be received by **5 p.m. on Wednesday 23rd October.**

Claire will be available for informal discussions prior to applications – please email her to book a call.