



## Headmaster-Training Wish-List

List of modules and competencies identified as needed for headmaster profession by headmasters from Belgium, Germany and Slovakia.

| <b>Priorities in training identified by the group:</b> |
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| 1. cooperation with other schools                      |
| 2. + 3. advice/coaching & fundraising                  |
| 4. internship (2 years)                                |
| 5. flexible training                                   |

| <b>Domain of training:</b>                 | <b>Content of training:</b>  |
|--|--|
| Leadership                                 | <ul style="list-style-type: none"> <li>• insertion socio-professional</li> <li>• self-management</li> <li>• performing schools as learning organisations</li> <li>• role model / leading by example</li> </ul>   |
| Rules and Regulations                      | <ul style="list-style-type: none"> <li>• school law</li> <li>• dealing with local authorities</li> </ul>   |
| School program and pedagogical development | <ul style="list-style-type: none"> <li>• educational vision</li> <li>• pedagogical training</li> <li>• lesson development</li> <li>• intercultural competences and backgrounds</li> <li>• lesson observation + debrief</li> <li>• pedagogical dialogue + coaching</li> </ul> |
| Management of the school                   | <ul style="list-style-type: none"> <li>• administration, budget management and finances</li> <li>• steering</li> <li>• HR-management</li> <li>• organisational management</li> <li>• quality management</li> <li>• fundraising</li> <li>• project management</li> </ul>      |
| Communication                              | <ul style="list-style-type: none"> <li>• networking</li> <li>• media training</li> <li>• supervision / coaching + peer-coaching</li> <li>• new authority + non-violent communication</li> </ul>  |



| <b>Example of how a training process could look like:</b>   |   |   |   |
|---|---|---|---|
| Phase 1   | Phase 2   | Phase 3   | Phase 4   |
| Pre-Work  | 1 <sup>st</sup> two years functional training   | innovation training up to year 7  | extra   |
| <ul style="list-style-type: none"> <li>• self-study</li> <li>• analysis</li> <li>• preparation</li> </ul> | <ul style="list-style-type: none"> <li>• legislation</li> <li>• analysis of school processes, curriculum &amp; objectives</li> <li>• school culture &amp; pedagogical strategies</li> <li>• management</li> <li>• evaluation practices</li> </ul> | <ul style="list-style-type: none"> <li>➔ review/refresh of same topics (cf. phase 2) need to be done differently for different types of schools</li> <li>• presentation &amp; networking</li> <li>➔ exam + thesis</li> <li>➔ certificate</li> </ul> | <ul style="list-style-type: none"> <li>• voluntary trainings from NGOs</li> <li>• possibility to further attend trainings for teachers</li> <li>• more specialised advice center for further support</li> </ul> |