



**Education
Scotland**
Foghlam Alba



**Standards Council
Scotland**

Leading CLD

Day 2: March 14th 2024

For Scotland's learners, with Scotland's educators

Leading CLD

Facilitators

- Susan Epsworth, CLD, Education Scotland
- Nicola Sykes, CLD, Education Scotland
- Kirsty Gemmell, CLD Standards Council



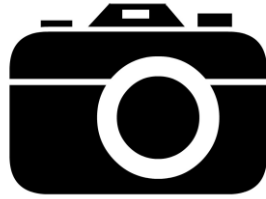
① Which Chihuahua are you today?

② Share 1 thing that has helped you professionally recently

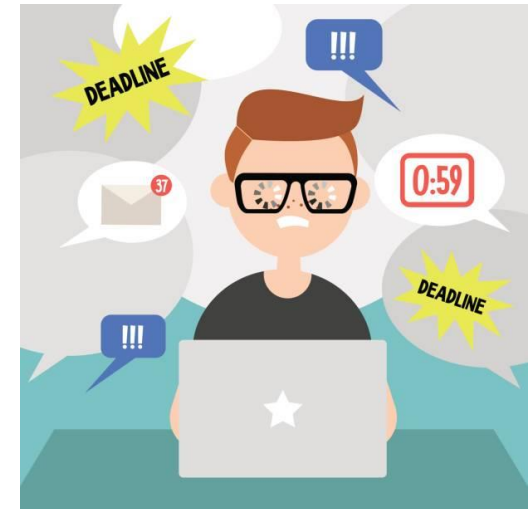
③ Share 1 thing that has helped you personally recently



Welcome & Housekeeping



- Feel free to keep your camera on
- Mute unless speaking
- Use the chat pane or pop hand up for questions, comments etc.
- Take a break if you need it and try to minimise any distractions



Leading CLD

Session 2 aims

- Participants will have an opportunity to reflect on different areas of CLD practice
- Participants will have a clear knowledge and understanding of the Policy context of CLD
- Participants will have the opportunity to reflect on what this means for them as leaders
- Participants will reflect on how leading through coaching can support their role as leaders

Leading CLD

Today's programme

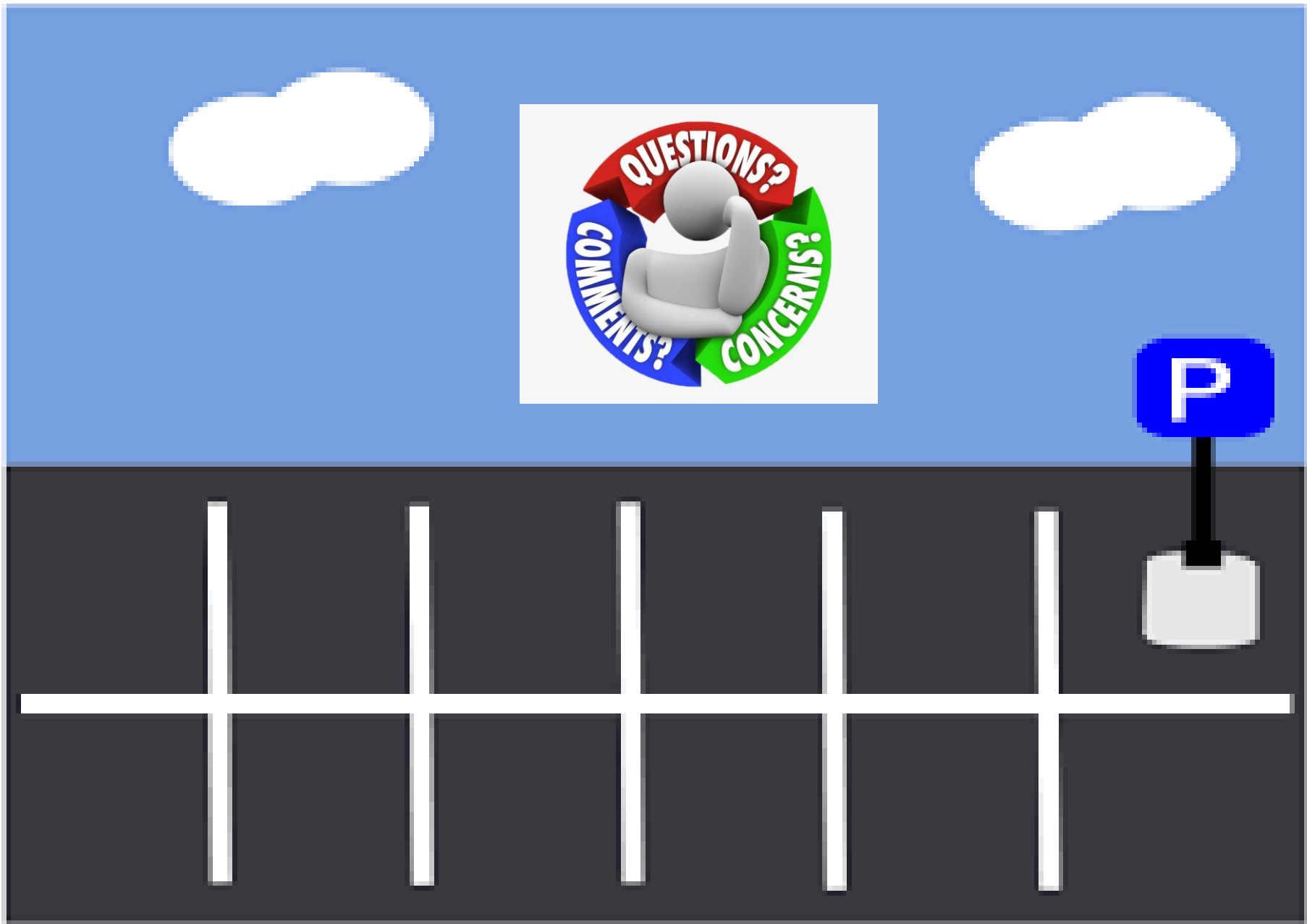
- Warming up, session aims, reflection on bridging activity and CLD practice
- 15-minute break (approx. 10.30am)
- Marion Allison, CLD Standards Council
- Independent Review session
- 45-minute lunch (approx. 12 noon)
- Introduction to coaching, PLL, Education Scotland
- Introduction to CLD policy, Scottish Government
- 15-minute break (approx. 3pm)
- Rounding up and looking forward



Leading CLD

Summary of your expectations

- Greater understanding of CLD policy and practices
- Confidence in preparation & delivery of CLD plan in line with national priorities
- Development of professional networks across different authorities
- Understanding of leadership approaches and skills and development of leadership strategies
- Understanding of the leadership role in a CLD context
- Link policy and practice
- Time and space to critically reflect
- Explore how to support teams as a leader, identify any 'blind spots'





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Follow up on bridging activity

- What did you already know?
- What did you learn?
- What do you still need to know?



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Reflective Journal

- What am I learning about leadership in CLD?
- What am I learning about myself as a leader in CLD?
- What am I still curious about?
- What questions are arising for me now?
- What actions will I take to explore these further?





INDEPENDENT REVIEW OF COMMUNITY LEARNING & DEVELOPMENT (CLD)

Leading CLD Session

14 March 2024



Brief Background

Minister for Further Education, Higher Education and Veterans, Graeme Dey MSP, announced review on 5 December 2023

Kate Still appointed and supported by a small secretariat

Report and recommendations will be published

Minister will consider alongside CoSLA

Parameters of the Review

Focus is on the learning/ education element of CLD

Timing of the review

Report and Recommendations by the end of June 2024

Review Approach & Methodology

Learner Focused

4 Key Themes

Awareness & Visibility

Accessibility & Availability

Support & Learning

Pathways & Progression

Online Surveys - 3 March

Meetings with individuals and groups

Regional engagement events with practitioners, decision-makers, 3rd sector, learners and potential learners

Online events

Focus Groups

Theme 1: Awareness & Visibility

- How visible is CLD, and the positive outcomes it can deliver? (please consider learners/potential learners, decision-makers, and other relevant service providers)
- If you work in CLD or are a local decision-maker, please tell us how you go about making people aware of CLD learning opportunities?
- Do you think there are clear career progression pathways in CLD for practitioners or volunteers?

Theme 2: Accessibility & Availability

- If someone wants to do CLD learning, how likely are they to find the learning they need or want?
- Do you have any concerns or hopes about the CLD learning offer in the future?
- To what extent do you feel that CLD learning is available at a time and location that works for the learner?
- Are you aware of any financial costs for learners in accessing CLD learning?

Theme 3: Support & Learning

- Are CLD staff and volunteers trained/qualified to support a learner's journey towards achieving high-quality positive outcomes?
- From your experiences, is learning taking place in a safe and welcoming environment?
- Are learners encouraged to give and receive regular feedback on their learning, and if it is meeting their goals?
- How 'joined-up' are CLD services to other related services, such as schools, mental health support, benefits/money advice, employability services, etc?
- What role do Colleges and Universities play in CLD?

Theme 4: Pathways & Progression

- How are learners made aware of opportunities to take their learning to the next stage e.g. volunteering, more advanced learning, employability support, etc?
- How are learners supported with their learning to transition to the next stage?
- How do we know if CLD learning is delivering positive/good outcomes for the learners?

Questions for Discussion

- What are the biggest challenges facing CLD?
- How can we make things better?
- Is CLD reaching all those parts of our communities that we would like it to?
- How effective are local planning partnership arrangements?
- In your view, where does CLD sit best within local authority structures?
- How is CLD seen by decision-makers and budget-holders?

Email to: CLDindependentreview@gov.scot



Time to **Lunch**

Introduction to coaching

Mandy Toogood, Professional Learning & Leadership



10-20 seconds
2 times



2



3



4

15-20 seconds



5

3-5 seconds
3 times



6

10-12 seconds

5-minute Stretch Break



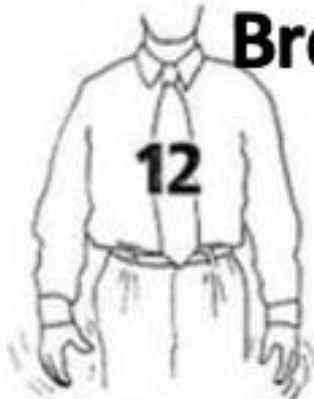
10

8-10 seconds
each side



11

10-15 seconds
2 times



12

Shake out hands
8-10 seconds



7

10 seconds



8

10 seconds



9

8-10 seconds
each side



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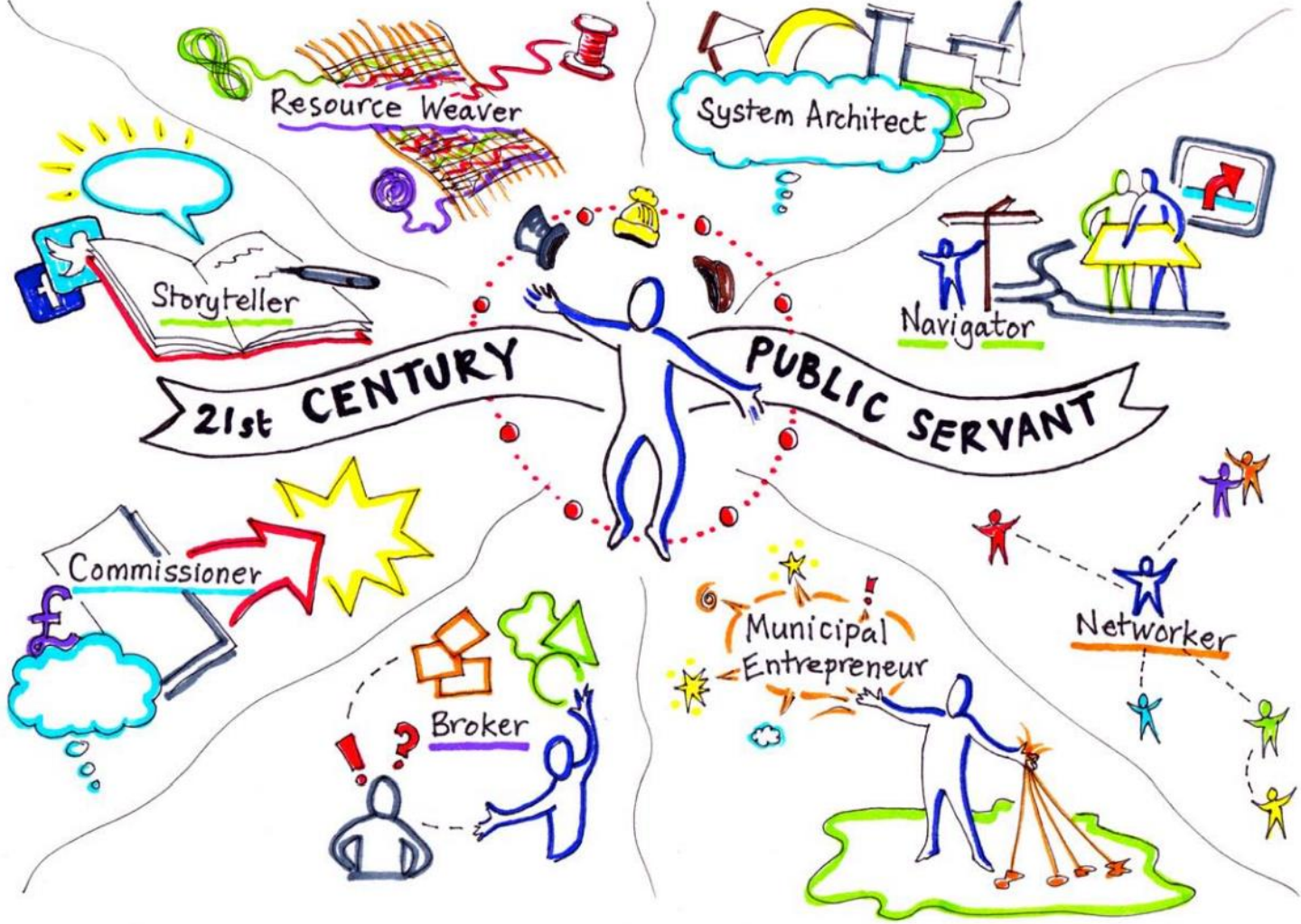
Stop, Start, Continue



I-develop and Slack



Bridging activity



Leading CLD – Sessions 3 and 4

- Managing and leading in inter-agency settings
- Input from experienced CLD leaders
- Your learning as a leader - Our approach – inputs alongside continual reflection and activities
- Anything else?

See you soon!

Thursday 2nd May



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