

Executive Summary

Title of the Work	A Critical Review of My Leadership Process During the Implementation, Evaluation and Accreditation of a Volunteer Group Mentoring Programme.	
Author	Wayne Smith	Date of Completion (09/2009)
Institutional Contextual Details E.g. Phase (Optional)	The study takes place in a Playing for Success (PFS) centre and is concerned with the establishment of a volunteer group mentoring programme, delivered as part of a PFS programme for students from upper Key Stage 2.	
Major Needs Identified	<ul style="list-style-type: none"> • A local and national need to develop and accredit a group mentoring programme as part of the Wembley Stadium PFS programme. • Personal need to develop leadership skills in order to have the knowledge to implement this programme and lead this change. 	
Methods used to collect data.	<ul style="list-style-type: none"> • Reflective journal kept throughout. • Critical incident analysis of five incident from the journal undertaken. • Comparison of scores from pre and post programme self esteem audit. • Comparison of scores from pre and post programme assessment in literacy and numeracy. • Post programme interviews with students and head teachers, mentors. • Analysis of working documents, ie. student / mentor log books. • Mentor attendance record. 	
Summary of Major Findings (Or recommendations to others)	<p>Group mentoring can contribute to a positive impact on students and mentors as follows;</p> <ul style="list-style-type: none"> • Improved self esteem • Improved educational attainment <p>Change is a complex process for the leader, which can be made easier by the following;</p> <ul style="list-style-type: none"> • Identifying the drivers for change • Setting out a clear vision for the process • Creating an environment for change through developing confidence, trust, authenticity and authority. 	

	<ul style="list-style-type: none"> • Developing / preparing these involved. • Effective monitoring, evaluation and feedback.
Impact of the Project (And evidence source) <ul style="list-style-type: none"> • Knowledge • Practice • Pupil/Student learning Experience • Pupil/Student Learning Outcomes (What happened as result?) 	<p>Increased personal understanding in the following areas;</p> <ul style="list-style-type: none"> • Mentoring • The notion of educational leadership and leadership of change. <p>The successful development and accreditation of a Group Mentoring Project. Improved confidence and ability as a leader to implement this change project.</p> <p>Improved learning experience through group mentoring.</p> <p>As a result of the PfS programme, of which mentoring is a key component the students showed the following outcomes;</p> <ul style="list-style-type: none"> • Increased self-esteem, • Increased attainment in literacy and numeracy
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Other Information <ul style="list-style-type: none"> • Please contact me via the above address should you require additional information. 	

