

Chief Education Officers in Scotland Leadership Programme



Sign up today



Introduction

Scotland's Chief Education Officers operate at the intersection of national policy, local democratic accountability and the lived realities of children, young people and communities. The role demands operational oversight but it also requires system leadership, political acuity and the capacity to hold long-term purpose in the face of immediate pressure.

This programme has been designed specifically to support Chief Education Officers to lead with clarity, confidence and collective strength in that context.

The Chief Education Officer/Director of Education plays a crucial leadership role in securing the highest quality of educational experience for children and young people. The role involves leading improvement in outcomes, managing significant public budgets responsibly, and providing clear strategic leadership across the education system and wider public sector.

The environment in which Chief Education Officers operate is continually changing. National reform, continued financial pressure, growing expectations from children, young people and families, and the rapid development of digital approaches to learning and public services are reshaping the context in which they work. Together, these factors require disciplined system leadership in conditions of heightened scrutiny and constraint

Ultimately, the programme aims to strengthen Scotland's education system by strengthening those who lead it, equipping Chief Education Officers to act with resourcefulness, integrity and strategic intent.

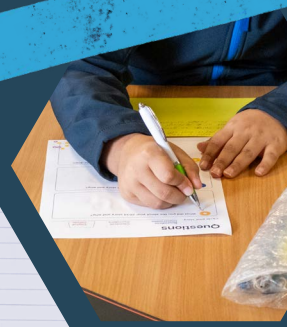


ADES and The Staff College are pleased to announce a new residential leadership development offer aimed at those new to the *Chief Education Officer/Director of Education* role in Scotland.

The programme will cover

Scotland's national and local education context

- The evolving role of the Chief Education Officer
- Values-led, strategic system leadership
- Building and leading high-performing teams
- Prioritisation, delegation and executive judgement
- Whole-systems thinking in complex environments
- Leading in political and high-accountability settings
- Managing change and navigating uncertainty
- Constructive approaches to conflict and challenge
- Peer learning through facilitated action learning sets



Who is the programme aimed at?

Chief Education officers / Education Directors who have recently taken up the role (within the last 6-12 months) and those who are looking to step up within the next 12-18 months. There is some flexibility on this.

What are the key dates?

- 1st & 2nd June – Residential
- 12th August – ½ day online workshop
- w/c 24th August – Action Learning Set *(date to be determined by group)*
- 18th September – 1 day face to face workshop
- w/c 5th October – Action Learning Set *(date to be determined by group)*
- 23rd October – Final ½ day online workshop

The face to face sessions will take place at the **Stirling Court Hotel, University of Stirling.**

About The Staff College

The Staff College provides professional development and leadership support for those working in public serving sectors and partner organisations, with a well-established reputation within Children's Services and alliances within education, health and social care and adult services. The College is a not-for-profit organisation and prides itself on reinvesting into the sector by evolving the products we provide to support the ever-changing environments throughout the UK.

We are committed to working across the breadth of public services to provide deep and enriching experiences at every level.

We are committed to public value, working in learning partnerships, and our work has been described as "inspirational" and "transformational."

At The Staff College, we live and breathe to support positive growth and to make a difference. We believe our work is fundamental to improving the lives of children, families and wider society.

thestaffcollege.uk

About ADES

ADES informs and influences education policy in Scotland, working in partnership with local and national government, Education Scotland, COSLA and other relevant agencies.

At ADES, we recognise the importance of professional learning for our education and children's services leaders. To support this, we offer a wide range of activities through our annual conference, network meetings, peer evaluation work, courses on leadership and systems leadership as well as other professional development opportunities for our members.



ades.scot

Programme costs

The cost will be £1,550 (+ VAT) per person.
This includes accommodation in the residential.

Next steps

To apply to this programme please complete the booking form at thestaffcollege.uk/programmes/ceo-scotland-leadership-programme/cohort-1-booking-form/, no later than 1st May 2026. The booking form will ask you to set out what you hope to achieve from the programme and a personal statement about you, your work and the challenges you face.



Sign up today

