

COBIS Facilitator Training 2024

CPML and CPAH Background

The COBIS Programme for Middle Leaders (CPML) and the COBIS Programme for Aspiring Heads (CPAH) have run successfully in countries around the world including Spain, Malawi, Mexico, Romania, Oman, Saudi Arabia, Nigeria, Cayman Islands, Germany, UAE, Jordan, Switzerland, and Mongolia. Hundreds of Middle Leaders and Aspiring Heads have pursued one of these programmes in recent years, supported by COBIS-trained facilitators.

COBIS has been at the forefront of the evolution of middle leader training for international schools. In the past, COBIS worked in partnership with The National College for Teaching and Leadership (NCTL) under a dual licence to offer the International Programme for Middle Leaders (IPML) to school colleagues. When the NCTL closed as an institution in 2015, COBIS maintained the offering for middle leaders with a renewed scheme providing specific high-quality COBIS-approved training for middle leaders – the COBIS Programme for Middle Leaders (CPML). This was a natural extension and development of the work with NCTL over a period of five years, but provided an opportunity to tailor the programme more specifically to meet the needs of COBIS schools, and embed and share some of the best practice that exists amongst COBIS members.

The CPML is designed to be both a vehicle for individual leadership development and a catalyst for colleagues to engage in a Leadership Challenge project within their schools, focussed on school improvement. The programme equips the individual with the leadership competencies to carry out the project, therefore embedding theory in practical school action.

The CPML programme lasts for an academic year and is based on a blended learning approach, with a core of five days of face-to-face training (normally delivered in a pattern of three days and two days) and online engagement in a learning community. The programme is facilitator led, ideally co-facilitated (allowing groups of 10+ to be trained). Final assessment is through a portfolio of evidence and a Leadership Challenge project supplied by candidates. The process is quality assured by COBIS. Successful candidates receive certification from COBIS.

Building on the success of the CPML, COBIS launched the COBIS Programme for Aspiring Heads (CPAH) in 2017. The CPAH is a professional development programme for Aspiring Heads and Senior Leaders at an early stage of their career who are interested in developing their practice. It follows a similar model to the CPML, running over a period of eight to ten months, combining face-to-face sessions with a choice of in-school projects and optional school placements.

CPML/CPAH in Your School

Both the CPML and CPAH can be offered in your own school setting. In the case of the CPML, schools can run an internal cohort exclusively for their own staff, or external participants can be recruited as well. CPAH cohorts require a mix of participants from different schools. In order to qualify to run a CPML training programme, a COBIS school must have a senior leader (Head or Deputy or equivalent senior leader/experienced leader) trained as a facilitator. Trained facilitators are also able to deliver the CPAH (subject to approval by COBIS), but should be Headteachers (or equivalent) with significant leadership experience.

COBIS Facilitator Training
8-10 May 2024, London, UK

COBIS offers facilitator training through an intensive three-day face-to-face course. We hope to deliver this course in London, 8-10 May 2024. The course is followed by a validation visit once the CPML is being delivered. Following a successful validation visit, facilitators are accredited for 3 years by COBIS, after which renewal is possible. The programme is fully certificated and quality assured by COBIS.

The delegate fee for the COBIS Facilitator Training course is £699 plus VAT for Members and £899 plus VAT for non-Members. This includes lunch and refreshments on the three days and all the resources. Delegates are responsible for booking their own accommodation.

In addition, trained facilitators will also need to have a validation visit when delivering the programme to their first cohort. This would normally be at the second face-to-face sessions. The school will need to meet the costs of this validation visit, which authorises facilitators to deliver in subsequent years. The cost for the validation visit is £499 per day, plus travel and accommodation for the assessor. For a team of two facilitators from the same school, validation can be carried out at the same time.

Booking for Facilitator Training is [now open](#). The course will only be confirmed once minimum numbers have been met. If you have any queries, or to register your interest, please contact cpd@cobis.org.uk.