

# LEADERSHIP PROFILE

## POLICY

### **Rationale:**

The leadership profile of a school refers to the number and combination of teachers, non-teachers and principal class members on staff who hold promotion positions. The leadership profile of each school is determined at a local level; it affects the career prospects of a wide variety of staff members, and requires appropriate workplace consultation.

### **Aims:**

- To establish a leadership profile that is efficient and effective, that meets the needs of the school, that is financially sustainable, and that provides career opportunities for staff.

### **Implementation:**

- Our leadership profile will reflect the needs of our school..
- All staff will be made aware of the possibilities relating to leadership profiles, the budgetary realities, and the benefits and shortcomings of various leadership combinations.
- Decisions relating to preferred leadership profiles will be made by the principal after appropriate consultation with all staff, including the Consultative Committee.
- The leadership profile of any school will vary from time to time, but especially when student enrolments trend upwards or downwards over an extended period of time.
- It is recognised that effective leadership requires particular skills and qualities. Leadership positions will, therefore, not necessarily be held by staff members with the greatest knowledge of particular subject areas or the longest service history.
- Leadership roles and responsibilities will be clearly articulated and well known.
- Our leadership positions are considered as long term promotion positions and will not necessarily be readvertised as priorities or school directions change – rather the role of the leader may change.
- Staff members holding leadership positions must be aware that their leadership role will change from time to time as the schools goals and priorities change.
- All leadership staff at our school will be required to meet weekly as a dynamic and responsive leadership team. Positive, proactive and innovative leaders are highly valued.
- All vacant leadership positions will be widely advertised, and a merit based selection process will be employed at all times.
- As with all staff, our school leaders will undergo an annual performance review.
- The school will provide leadership professional development for staff who hold leadership positions, as well as professional development and mentoring programs for aspiring staff identified with leadership potential.

### **Evaluation:**

This policy is to be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council on....

**November 2014**