

# LEADERSHIP DEVELOPMENT POLICY

## **Rationale:**

The performance of schools can be directly attributed to the effectiveness of the school leadership team. It is essential therefore that the school invest time, effort and resources into the development of current leadership staff, and the identification and development of staff members with leadership potential.

## **Aims:**

- To ensure the current leadership team is as effective as possible.
- To identify and develop staff members with leadership potential as part of a deliberate succession planning strategy.

## **Implementation:**

- Strong and effective leadership that is shared amongst staff is a precondition to school improvement.
- Our school values and is prepared to invest in its leadership staff.
- Effective leadership is a skill that needs to be constantly nurtured and developed.
- It is expected that leadership staff at our school will involve themselves in leadership professional development to constantly enhance their skills and knowledge.
- School Council will provide adequate resources for leadership development.
- Staff members with leadership aspirations and potential will be identified and encouraged to involve themselves in formal leadership programs and appropriate professional development.
- Substantive leadership staff will mentor leadership aspirants, focussing on areas of leadership interest and need.
- School Council seeks to minimise the impact of departing leadership staff, by ensuring their skills are learned and known by others.
- It is an expectation of all leadership staff that they share their expertise, are active participants in mentoring programs, and are both willing teachers and learners.
- The school highly values experienced and skilled leadership staff members who share their abilities with others.

## **Evaluation:**

This policy will be reviewed at part of the school's three-year review cycle.

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

**March 2019**