

Change and Improvement

Leaders will:

- build leadership at all levels
- provide opportunities for staff to undertake lead roles to develop their expertise and confidence
- explore ways to support improvement through developing talents and skills
- be committed to planning and implementing strategies for improvement
- manage change effectively and use best practice in self-evaluation
- take account of the school's capacity for improvement
- use the results of self-evaluation to build on strengths and address areas for improvement
- lead and manage change by focusing on a manageable number of initiatives and communicating them well
- guide and manage the pace of change
- innovate in line with the school's vision, values and aims
- welcome innovative approaches aimed at improving the quality of learning and teaching and raising achievement for all.

Achieving Excellence Together

If you or someone you know would like a copy of this document in another language or format, (on occasion only a summary of the document will be provided in translation), this can be arranged by contacting
Communications Manager 01738 476873

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Communications Manager 01738 476873
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Council Text Phone Number 01738 442573

All Council Services can offer a telephone translation facility

Setting the Standard: Leadership



PERTH & KINROSS COUNCIL

Education & Children's Services

Our vision in Perth and Kinross is for all learners to achieve to their fullest potential. We want all our children and young people to become responsible citizens, successful learners, effective contributors and confident individuals.

We believe that we can achieve our vision by setting the standard to which we expect all to aspire. This guide sets out the Perth and Kinross standard for leadership. It is set within the context of the Education and Children's Services Policy Statement for Leadership and Management.

Achieving Excellence Together

Vision, Values and Aims

Leaders will:

- work with learners, parents and other partners to develop and shape a common vision for the school and community
- base the vision on outcomes for learners
- continually reinforce the vision, values and aims through events and activities
- develop a strong sense of common purpose throughout the school community
- set clear expectations for, and positive attitudes to, diversity
- be strongly committed to equality, fairness and inclusion
- promote equity and celebrate diversity.

Direction

Leaders will:

- ensure continuous improvement
- focus on improving learning and teaching and raising achievement for all
- ensure that improvement in learning is linked to improving classroom practice
- communicate a clear view of the school's aims to ensure that staff and learners are fully committed to achieving them
- demonstrate a commitment to learning by making class visits, giving feedback and modelling and sharing good practice
- make evidence-based decisions on the allocation of resources to achieve best value
- establish a working environment where staff feel able and confident to exercise initiative and take lead roles within and beyond the classroom.

Partnership

Leaders will:

- engage actively with learners, staff, parents, carers and the community
- use partnership working and team development to secure improvement
- adapt leadership styles
- deploy a wide range of skills to motivate and support others
- secure a shared commitment through consultative and collegiate working
- make full use of the views of learners, staff and parents
- make a positive impact individually, within teams and across the school
- develop a supportive work environment
- build positive working relationships based on trust
- help people tackle challenging problems, share information and deal with difficulties
- encourage staff and recognise and celebrate their achievements.