

Checklist

A Use the following checklist as a starter and audit against your own practice

On a rating of one – five, how well do we:

- communicate our unique selling point?
- ask for examples of ways candidates have been leaders at school, university, through hobbies, or in the work place?
- make explicit the leadership expectations throughout the recruitment process – advertisement through to induction and review
- talk about values, attitudes and behaviours
- define the leadership qualities and skills required in the school
- demonstrate how time and opportunities are provided for leadership development activities
- visit potential candidates at their place of work.

B How do we induct new leaders, regularly, sometimes, never?

- offer a mentor or coach
- shadow pre and post taking up responsibilities
- participate in in-house leadership seminars/programmes
- observe colleagues in the learning environment
- line management meetings
- regular review and feedback on progress.

C Use the Tool 6.1b and discuss the effectiveness of the model. Draw up a version for your own school