
LEADERSHIP PROFILE

PURPOSE

The leadership profile of a school refers to the number and combination of teachers, non-teachers and principal class members on staff who hold positions of responsibilities. 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 as depicted by our school charter.
- 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 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.
- 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 regularly as a dynamic and responsive leadership team. Positive, proactive and innovative leaders are highly valued.

- 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 was originally formed, in consultation with all members of the wider community (all staff, parents, students, and interested members of the community) as part of the school's five - year review cycle.

SIGNATURE

Principal

Reba A. Hennam

School Council President

[Signature]