

SCHOOL LEADERSHIP

STEPS TO PREPARE FOR THE FUTURE



1 TRUST

Prioritise building trust. Trust underpins all leadership activity and is a huge asset in developing agility. Seek increased opportunities for feedback from all stakeholders. Communicate regularly, clearly and with transparency. Remember the power of a phone call.



2 SUPPORT

Offer coaching and wellbeing support (though this alone cannot compensate for any toxic leadership practices). Increase flexibility with regards to home/family needs and review relevant HR policies.



3 LEADERSHIP CAPACITY

Develop leadership capacity, including people skills, as a wider range of leadership skills and styles are needed now more than ever. Empower your present leaders and identify future leaders. Go beyond existing ways of team building. Look to increase diversity across traditional boundaries.



4 INNOVATION

Create new ways of developing autonomy, empowerment, experimentation and creativity. Review policies, including appraisal, that are underpinned by surveillance and prescription, in order to encourage professional autonomy and growth.



5 PARENTS

Consider new ways of building relationships with parents. Ask parents for meaningful feedback from any home-learning experiences. Review all practices that involve parents and consider whether some tasks and activities subconsciously favour certain groups or make it easier for some parents to engage and participate than others?



6 PROGRESS

Focus on all your school aims, not just academic ones. Identify activities that increase the progress towards these aims. Remember the link between motivation and progress (school aims and own professional development) is very high.