

RATIONALE

The leadership profile of a school refers to the number and combination of teachers and principal class members on staff who hold promotion positions. 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.

AIM

To establish a leadership profile that is efficient and effective, that meets the needs of the school, that is affordable, and that provides career opportunities for staff.

IMPLEMENTATION

- Our leadership profile will reflect the needs of our school as depicted by our School Strategic Plan.
- 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.
- The leadership profile of any school will vary when student enrolments trend upwards or downwards over a 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.
- 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 school's goals and priorities change.
- All leadership staff at our school will be required to meet weekly as a dynamic and responsive leadership team.
- All vacant leadership positions will be widely advertised, and a merit-based selection process will be employed at all times.
- As with all staff, our school leaders will undergo an annual performance review.
- The school will provide leadership professional learning for staff who hold leadership positions, as well as professional learning and mentoring programs for aspiring staff identified with leadership potential.

EVALUATION

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