

<p>Peebles High School Leadership Policy Paper</p>	 <p>One Peebles</p>	<p>Wisdom Compassion Integrity Justice</p>
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<b>Title</b>	Leadership Framework
<b>Quality Indicator</b>	1.3 Leadership of Change
<b>Strategic Lead</b>	Kevin Ryalls
<b>Date</b>	August 2024
<b>Vision</b>	<p>Create a visible and accessible leadership framework:-</p> <ul style="list-style-type: none"> <li>• to show who leads what and what they do</li> <li>• based on the principles of communication, empowerment and accountability</li> <li>• to improve leadership and improve outcomes for young people</li> </ul> <p>Our goal is that</p> <p><u>Pupils say</u> I know what level I am working at, I know how to improve, my work is the correct level, my teachers know me as a learner.</p> <p><u>Staff say</u> I have a clear sense of direction and sense of purpose, I am growing as a professional, I have ownership on how I deliver school priorities.</p> <p><u>Leaders say</u> Through clear communication, I know what is expected of me and my team know what is expected of them, I am accountable, I am empowered and I empower my team.</p>
<b>Outcome Statement 2024-25</b>	<ul style="list-style-type: none"> <li>• The framework will be communicated and embedded.</li> <li>• All leaders will be empowered to deliver and are accountable for demonstrating improvements to outcomes for young people.</li> </ul>
<b>What? How? When? Who?</b>	<p>Structure</p> <ol style="list-style-type: none"> <li>1. Senior Leadership Team and Extended Leadership Team remits</li> </ol> <p>Processes</p> <ol style="list-style-type: none"> <li>1. School Improvement Plan and School Improvement Report</li> <li>2. School Improvement Calendar</li> <li>3. INSET surveys and HMI surveys</li> </ol>

	<ol style="list-style-type: none"> <li>4. PTs Curriculum - mini schools and Faculty Improvement Plans (BGE S1-3 and mini schools)</li> <li>5. Senior Leadership Team, PTs Pastoral, PT1s - Leadership Policy Papers</li> </ol> <p>Methodology</p> <ol style="list-style-type: none"> <li>1. Simon Breakspear's Clarify Canvas and Rapid Action Plan</li> <li>2. 3 focus terms Aug-Oct, Oct-Dec, Jan- March</li> <li>3. Line managers complete self and team evaluations of their leadership and identify an area for improvement</li> <li>4. PTs Curriculum and Senior Leadership Team complete scoping documents on HGIOS4</li> </ol>
<b>Parent input</b>	Parent Council
<b>Pupil input</b>	Student Parliament
<b>Next Steps 2025-26</b>	<p>Embed and refine the framework</p> <p>Further develop parent, pupil and partner leadership</p>