

## Teaching Leaders Management Competencies

### Managing Data

- Utilising data effectively in the urban context
- Using data to raise pupil performance by identifying underachievement
- What performance data can tell a middle leader / Intro to Raise Online
- Analysing data to set targets, track pupil progress and raise standards
- Implementing performance data-driven teaching interventions across area of responsibility
- Leading data driven interventions across team teaching and learning plans
- Setting targets for action plans/school projects for raising achievement
- Managing and leading usage of data to raise pupil performance
- Assessment for learning
- Tackling underperformance through a range of discrete interventions
- Leading the monitoring and evaluation of pupil performance

### Managing Teaching and Pupil Learning

- Improving the quality of teaching and learning
- Understanding what makes a good or outstanding lesson
- Understanding how to give good developmental feedback
- What teachers can learn from multiple intelligence /preferred learning styles
- Use of new technologies at classroom level
- Teaching creativity and thinking skills
- Constructing a target driven action plan/improvement initiative
- Defining success and goal setting
- Identify challenges and overcoming adversity
- Ensuring sustainability and transferability

### Managing Your Area

- Smart working: managing time, stress and workload
- How to run effective team meetings and make better presentations
- Devising, introducing and monitoring a departmental development plan
- Data management and ICT skills
- Curriculum planning and design
- Managing a budget and resources\*
- Making best use of admin staff, systems and processes\*

### Managing Team Performance

- Creating a positive and open working climate
- Understanding how teams work best
- Review, audit and evaluation of self and others
- Lesson observations, skills and giving feedback
- Developing others and team building
- Difficult interactions and conflict resolution
- Solution focused coaching skills to improve performance

- Reviewing and monitoring performance of self and others, and taking accountability
- Managing underperformance and weak staff

<b>Teaching Leaders Leadership Competencies</b>
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### **Leading Your Team**

- Creating a vision and inspiring followship
- Taking up a leadership role, taking up authority and setting team direction
- Reflect on the behaviours and professional characteristics of effective teams and team leadership
- Understand how leadership styles create team culture and help or hinder staff motivation
- Understanding team dynamics and how to motivate self and others
- Developing political intelligence, negotiation and influence
- Using and managing emotions as a leader
- Accelerating effective leadership
- Managing change
- Delegation and talent management
- Managing upwards and creating an alliance of power
- Developing solution focussed coaching to improve performance
- Ability to create a positive and open working climate and a desire to involve all in decision-making
- Team-building and how to train and develop other adults

### **Leading Your Pupils**

- Creating a culture of high expectations conducive to learning
- Developing and implementing behaviour strategies across area of responsibility
- Support and monitoring strategies for children at risk
- Understanding adolescence and adolescent behaviour
- Promoting positive promotion of behaviour conducive to learning and development
- Understanding the emotional factors in teaching and learning
- Understanding how to promote restorative justice
- Meeting the needs of pupils with diverse needs
- Engaging the disengaged – parents and pupils
- How to develop and promote pupil voice and agency to raise performance
- How to develop resilience in pupils
- Rewards and sanctions
- Extending and enriching learning outside the classroom
- Effective provision for special educational needs and learning support
- How to cater for the most able - gifted and talented

### **Leading Literacy**

- Understanding the need to focus on improving pupils' literacy levels in order to raise achievement
- How to conduct a literacy audit and identify best practice

- Using data to identify literacy needs
- Understanding literacy issues across the curriculum
- Creating a literacy focus in area of responsibility
- Devising and introducing a literacy strategy in area of responsibility
- Building literacy and oral activities into subject area to raise performance
- Improving writing
- Assessing texts
- How to engage boys in reading and improve their writing
- How to develop debating and oracy in lessons
- Understanding bi-lingualism and multi-lingualism
- Literacy strategies that work

### **Leading Your Own Development**

- Understanding your own leadership style and behaviour
- Understanding leadership role
- Understanding motivation of self
- Managing change
- Understand key concepts central to understanding the surface dynamics of leadership and the school environment , such as containment and projection
- Self awareness and objectivity
- Emotional and political intelligence- skills of persuasion, negotiation and influence
- Curiosity and conceptual thinking
- Coaching skills to enhance performance
- Facilitation skills to develop others
- Managing upwards and vertical relationships
- Theoretical concepts of leadership, including distributed leadership and managing emotions as a leader
- Peer mentoring