

Allerton Grange Leadership Framework

Understanding Our Values

We are now officially a good school with a strong reputation in the local community, increasing student numbers (Leeds City Council have confidence in us) improving student outcomes and a strong and stable staff. We have a curriculum model that is clear, unapologetically ambitious, understood by all stakeholders and is the driving force for school improvement. We are on the verge of creating something very special at Allerton Grange – everything is in place for us to secure an exceptional quality of education. Our values are crucial in achieving our ambitions.

The Senior Leadership Team have established an Allerton Grange Leadership framework – this clearly sets out how our leadership approach protects our school culture.

The framework presents how the approach of leadership has changed over time from a model of compliance through to agency and moving forward onto creativity.

- **Compliance** = top down model. “I say, you do” approach.
- **Agency** = trust. Middle leaders are given autonomy to create their own curriculum vision, sequencing and assessment models. Independence.
- **Creativity** = this is established when the agency allows groups of staff to work cross curricular without restrictions or overt monitoring. Interdependence.

Fundamental to this leadership approach and our desire to secure a “creativity” approach are our knowledge, values, qualities and behaviours.

Knowledge – any exceptional leader must have a solid understanding of their responsibilities but also the sources of authority underpinning our approach to curriculum teaching and assessment (CTA). This knowledge must grow overtime and be nurtured with new sources of authority. They must become the “go to person” in the school for their area of responsibility.

Values – any exceptional leader must have a set of core beliefs. Our core values are Integrity, Compassion, Humility and Community. These values alongside our knowledge enable leaders to make the right decisions.

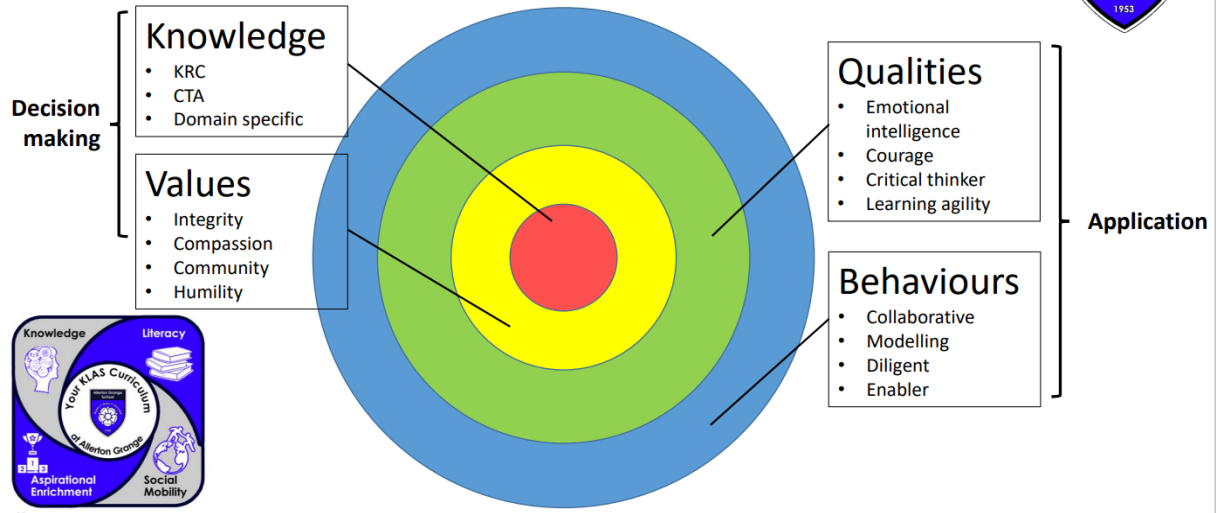
Qualities – any exceptional leader must have certain characteristics that determine how they respond to a situation. Our leadership qualities are emotional intelligence, courage, critical thinking and learning agility.

Behaviours – any exceptional leader must behave in a certain way. Our expected behaviours are collaboration, modelling, diligence and enabling.

Your knowledge and values enable you to make the right decisions.

Your qualities and behaviours enable you to put those decisions into practice.

AGS Leadership framework 2020 - 2025



DECISION MAKING

Knowledge	Values
<p>This is the fundamental knowledge required of a leader at AGS, and is central to our leadership approach.</p> <ul style="list-style-type: none"> The principles underpinning a knowledge rich curriculum. The inter-relationship between curriculum, assessment and teaching. The latest educational research relating to school leadership. Expert in your field – having concrete knowledge about your specific domain. 	<p>These are the core beliefs required of a leader at AGS. Used, alongside knowledge, they enable a leader to make the right decision.</p> <ul style="list-style-type: none"> Integrity: We are consistent in our actions, with a deep commitment and courage to do the right thing for the right reason, regardless of the circumstances, that are always in the best interest of the school. Compassion: We demonstrate a willingness and desire to be kind to others. We are thoughtful and aware of what others' lives and experiences are like. Humility: We are without any ego; we think of others before our self. We are open to the opinions of others and allow them to undertake their role with independence.

APPLICATION

Qualities	Behaviours
<p>These are the characteristics required of a leader at AGS. These qualities determine how we respond to a situation.</p> <ul style="list-style-type: none"> Emotional intelligence: We adapt our emotions in a positive way to mitigate negative emotions in others, enabling abetter outcome to be found. Courage: We are confident in our own abilities to address challenges. We have a strong moral core, which others recognise. Critical thinker (intellectual curiosity): We engage with a variety of sources of authority before deciding on a course of action. Learning agility: We recognise all experiences as learning opportunities. We question why things went well or not to plan/ not as expected. 	<p>These behaviours are how we display ourselves to others.</p> <ul style="list-style-type: none"> Collaborative: We are collaborative in our approach and in the way we face challenge; working together, listening and learning from each other. Modelling: We model the highest of expectations for behaviour and conduct in everything we do. We lead by example and act as positive role models. Diligent: We are diligent in our work. We concentrate persistently to achieve our goals whether personal, professional or academic. Enabler: We enable others to act and bring about positive change. We build the trust, confidence and competence to succeed.