

HOW CAN WE DEVELOP A LEADERSHIP CULTURE THAT CAN BE USED TO DEVELOP A STRATEGIC PLAN THAT RAISES STANDARDS?

There are eight leadership actions that we can seek to develop further in order to address this issue with our present structures – we need **disciplined imagination**

1. Share and discuss information about local needs and politics and listen to external partners about their priorities
2. Get commitment in a vision of the ethos of the federation from all stakeholders
3. We must shape the MAT's and the federation's culture and ethos around children's needs. We should seek to recruit staff that reflect our belief that all young people can learn with appropriate support
4. We must continue to distribute leadership, spread responsibility and foster positive relationships; we should continue to find increased opportunities for students, parents and staff to lead. Our culture must create a climate where staff can take risks, with support
5. We must manage the inevitable workforce restructuring with a clear understanding of staff expertise – and capacity
6. We must continue to give priority to the professional development of all staff. We must grow talent from existing staff creating career development opportunities for all staff to help them take on greater responsibilities. Distributed leadership and team building are powerful forms of CPD
7. We must continue to manage external relations. The federation should continue to communicate a consistent message about our purpose, values and successes to all stakeholders, and seek to use the media at all levels – local, regional, national
8. Our planning has to be for the long term. We must maximise external funding in planning for the long term AND the immediate future. We must continue to consolidate links with LEP