



Expectations of leaders at King Solomon High School

All school leaders will make child-centred decisions in line with our Ethical Leadership Framework

SENIOR LEADERS WILL:

Uphold, promote and embody the school's ethos at all times.

Understand and continually review the School Improvement Plan, their role in bringing about improvement and what support they need in doing this.

Hold regular (ideally, weekly) minuted line management meetings with their team. They will use the KSHS line management pro-forma and shared these with their team, their own line manager and the Headteacher's PA.

In each meeting, ensure that previously agreed actions have happened and RAG-rate the impact. Where evidence is not provided, the meeting will be re-arranged and the line manager made aware.

Will always challenge students who are not meeting our expectations.

Will always challenge staff who are not meeting our expectations and will provide appropriate support.

Will always reward and praise students who meet and exceed our expectations.

Will always reward and praise staff who meet and exceed our expectations.

The Headteacher & Deputies will lead without compromise but with understanding that job of all school staff can be challenging both emotionally and physically.

The Headteacher & Deputies will always put the needs of children and staff first and will uphold policies and procedures at all times.

MIDDLE LEADERS WILL:

Uphold and support the ethos of the school at all times

Understand the School Improvement Plan and their role in supporting school improvement.

Evaluate their team's strengths and weaknesses.

Hold regular, minuted line management meetings with their team. They will use the KSHS line management pro-forma and shared these with their team, their own line manager.

Always ask to see evidence and impact of previously agreed actions in line management meetings. Where impact is not as planned, they will make their line manager aware and consider what further actions should be taken.

Be responsible for ensuring their team complies with all school policies, putting in place rewards and support as appropriate.

Be responsible for ensuring the accuracy and utility of any data collected by their team.

Will always challenge students who are not meeting our expectations.

Will always reward and praise students who meet and exceed our expectations.

Ensure they respond to parents within 48 hours and will ask for support with challenging conversations.

ALL STAFF WITH LEADERSHIP RESPONSIBILITIES (TLR and UPS) WILL:

Uphold and support the school ethos at all times.

Take responsibility for ensuring any staff supporting them will receive clear instructions and feedback.

Will always challenge students who are not meeting our expectations.

Understand the School Improvement Plan and their role in improving the school.

Report to their line manager, demonstrating evidence of progress and be

Will always reward and praise students who meet and exceed our expectations.

All school leaders are reminded of our school ethos, ethical leadership framework and well-being charter