

Catholic Regional College Sydenham

Leadership Standards

POL Restructure 2022 – 2024

	AP	POL 4	POL 3	POL 2	POL 1
Vision & Values	<ul style="list-style-type: none"> Model Catholic Values to the school community through Leadership and actions Provide and participate in for development of faith and understanding of vision of the Catholic School 	<ul style="list-style-type: none"> Model Catholic Values to the school community through Leadership and actions Provide and participate in opportunities for development of faith and understanding of vision of the Catholic School 	<ul style="list-style-type: none"> Model Catholic Values to Staff and students through Leadership and actions Participate in opportunities for development of faith and understanding of vision of the Catholic School Provide opportunities for students to participate in the faith development 	<ul style="list-style-type: none"> Model Catholic Values to Staff and students through actions Participate in opportunities for development of faith and understanding of vision of the Catholic School 	<ul style="list-style-type: none"> Model Catholic Values to students through and actions Participate in opportunities for development of faith and understanding of vision of the Catholic School
Knowledge & Understanding	<ul style="list-style-type: none"> Will have carriage over a specific school wide portfolio whilst understanding the links to other portfolios 	<ul style="list-style-type: none"> Will have carriage over a specific school wide portfolio 	<ul style="list-style-type: none"> Will lead with some guidance a specific school wide portfolio 	<ul style="list-style-type: none"> Will lead with guidance a specific team 	<ul style="list-style-type: none"> Will provide assistance to leaders in their guidance of a specific team
Developing Self and others	<ul style="list-style-type: none"> Has completed or commenced further study in a related field Model lifelong learning through engagement in professional programs that enhance ability to perform the inherent duties of the role Guides development through mentoring and coaching to allocated director and assigned POL 3 staff 	<ul style="list-style-type: none"> Has completed or commenced further study in a related field Model lifelong learning through engagement in professional enrichment programs that enhance own ability to perform the inherent duties of the role Guides development through instructional coaching to allocated POL 2 and POL 1 staff 	<ul style="list-style-type: none"> Has commenced further study in a related field Model lifelong learning through engagement in professional enrichment programs that enhance own ability to perform the inherent duties of the role Guides the development through instructional coaching to allocated staff 	<ul style="list-style-type: none"> Undertakes appropriate yearly updates in their specific field to ensure recent practices in faculty-based education can be met Guides the development of their faculties through observation and instructional coaching 	<ul style="list-style-type: none"> Undertakes appropriate yearly updates in their specific field to ensure recent practices can be met

<p>Portfolio Management</p>	<ul style="list-style-type: none"> ● Provide guidance on assigned tasks to direct reports ● Manage and oversee team budgets ● Development of Policies 	<ul style="list-style-type: none"> ● Completes administrative tasks that directly link to whole school operations ● Manage and oversee team budgets ● Contributes to the Development of Policies and assist in education for staff 	<ul style="list-style-type: none"> ● Completes administrative tasks that directly link to their portfolio ● Manage budgets ● Contributes to the Development of Policies and assist in education for staff 	<ul style="list-style-type: none"> ● Completes administrative tasks that directly link to their faculty ● Manage faculty-based budgets ● Demonstrates awareness of policies and assists in the promotion of Policies with staff 	<ul style="list-style-type: none"> ● Completes administrative tasks that directly link to their program ● Demonstrates awareness of policies and assists and enacts these as part of practice
<p>Strategic Direction</p>	<ul style="list-style-type: none"> ● Contribute to the development of School Improvement Plans ● Guide and lead an aspect of the implementation 	<ul style="list-style-type: none"> ● Contribute to the development of School Improvement Plans ● Lead an aspect of the implementation 	<ul style="list-style-type: none"> ● Lead an aspect of the implementation of the strategic plan 	<ul style="list-style-type: none"> ● Have an awareness and promote relevant areas of the Strategic plan ● Work as a team to acquit actions of the strategic plan 	<ul style="list-style-type: none"> ● Work as a team to acquit actions of the strategic plan
<p>Engaging with Stakeholders</p>	<ul style="list-style-type: none"> ● Member of the College Leadership Team ● Lead and manage staff ● Work in partnership with MACS, External agencies, the Leadership Team, staff, families and to educate all students at the College ● Allow for effective contribution to school wide directions from school staff and collaborate with their teams to achieve outcomes 	<ul style="list-style-type: none"> ● Member of the College Leadership Team ● Lead and manage teams of staff ● Work in partnership with the Leadership Team, External agencies, staff, and families to educate all students at the College ● Encourage effective contribution within their immediate team and collaborate with their teams to achieve outcomes 	<ul style="list-style-type: none"> ● Lead and manage designated staff ● Work in partnership with direct manager, External agencies related to portfolio, staff, and families to educate all students at the College ● Contribute and collaborate thoughtfully to their immediate team 	<ul style="list-style-type: none"> ● Lead designated staff within faculty ● Work in partnership with direct manager, staff, and families to educate all students at the College ● Contribute thoughtfully to their immediate team 	<ul style="list-style-type: none"> ● Lead designated staff within portfolio ● Work in partnership with direct manager and staff to educate all students at the College ● Contribute thoughtfully with their direct manager

<p>Personal attributes</p>	<ul style="list-style-type: none"> • Demonstrates effective communication • Is able to work autonomously and alongside the College Executive to in order to set priorities • Model expertise practice to enhance student educational outcomes • Demonstrates a high level of organisational skills to acquit set tasks 	<ul style="list-style-type: none"> • Demonstrates effective communication • Is able to work with minimal direction from direct manager to set priorities and guide tasks • Ability to provide support to Senior Leadership team of the College in order to enhance whole school view • Model practice to enhance student educational outcomes • Demonstrates a high level of organisational skills to acquit set tasks 	<ul style="list-style-type: none"> • Demonstrates effective communication • Is able to work with some direction from direct manager to guide tasks • Ability to provide support to Senior Leadership members of the College in order to enhance whole school view • Model practice to enhance student educational outcomes • Demonstrates organisational skills to acquit set tasks 	<ul style="list-style-type: none"> • Demonstrates effective communication • Is able to work with direction from direct manager to set priorities and guide tasks • Model practice to enhance student educative outcomes within the faculty • Demonstrates organisational skills to acquit set tasks 	<ul style="list-style-type: none"> • Demonstrates effective communication • Is able to work with direction from direct manager to set priorities and guide tasks • Developing organisational skills that assist in the acquittal of tasks
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