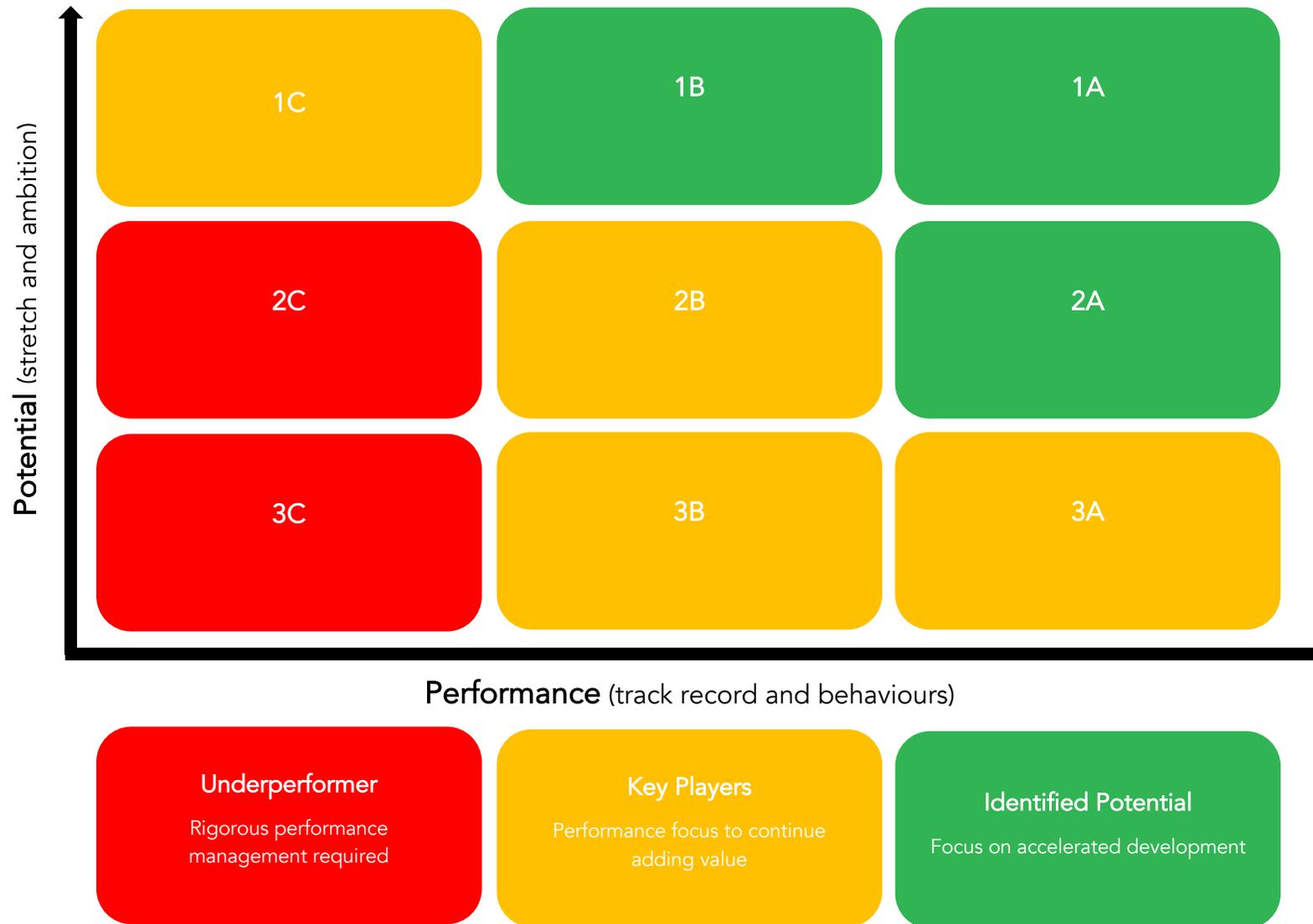


Developing your people – evidence for performance and potential



Evidence of Performance		Evidence of Potential	
Results & Impact	<p>Are they delivering their targets?</p> <ul style="list-style-type: none"> • Student Outcomes • Wider school & network impact 	Ability	Mental / cognitive ability, emotional intelligence, functional / technical skills, interpersonal skills, ability to progress quickly
Relationships	<p>How they are delivering their targets?</p> <ul style="list-style-type: none"> • Peer teams • Teams they lead 	Attributes	Hungry, humble, smart, energetic, passionate, curious, willingness to change, determined, resilient, insightful
Developing Others	<ul style="list-style-type: none"> • Ability to coach / teach • Ability to develop team members • Ability to develop middle leaders 	Leadership Competencies	Leader of self / others / change, strategic, results oriented, developer of talent, innovator, relationship builder, influencer, communicator, problem solver
Culture	<ul style="list-style-type: none"> • Mission alignment • Embodying school ethos and values • Effective ambassador 	Aspiration	Motivated, desire for advancement, influence, ambitious for organisation's development, overall job satisfaction
		Engagement	Rational and emotional commitment, intent to stay