

## Scorecard for Assessing Leadership Potential

Staff Members Name:

Job Title:

Question	Yes / No
Could the staff member perform at a higher level, in a different position or take on increased responsibilities within the next twelve months (consider the person's ability only and not whether there will be a position available to support their growth)?	
Could the staff member perform at a higher level, in a different position or take on increased responsibilities within the next three years (consider the person's ability only and not whether there will be a position available to support their growth)?	
Can you envision the staff member performing two levels above his or her current position within the next five years?	
Is the school / MAT likely to value the growth of the skills and competencies of this staff member over the next 5 years?	
Could the staff member learn the additional skills and competencies he or she needs to perform at a higher or different level?	
Does the staff member demonstrate leadership ability – by showing initiative and vision, delivering on promises, communicating effectively, and taking appropriate risks?	
Does the staff member demonstrate an ability to comfortably interact with people at a higher level and in different areas?	
Does the staff member demonstrate comfort with a broader school / MAT perspective than his or her job currently requires?	
Does the staff member demonstrate flexibility and motivation to move into a job that might be different than any that currently exist?	
Does the staff member welcome and take seriously opportunities for learning and development	
Total number of Yes responses	

**Add the total number of 'Yes' responses. 0 – 3 = Low; 4 – 7 = Medium; 8 – 10 = High**

Caution - Bear in mind this is a subjective method and calculating a score can give a feeling of certainty. The numbers simply provide a way to quantify judgement, help the process to take place and a common scoring system can lead to improved predictability.