

## Leadership Professional Skills Level Descriptors

### TLR holders

Leadership Area	Educate – All Leaders	Role Specific School Teachers pay and conditions (2014)	Role specific (detail)
<b>Leading Colleagues; building teams</b>	Having the skill to develop colleagues with differing skills into a high performing team which understands its accountability to deliver agreed policies and targets and receives strong professional support	Involves leading, developing and enhancing the teaching practice of other staff	<ul style="list-style-type: none"> <li>• Leading staff meetings</li> <li>• Modelling good practice</li> </ul>
<b>Leading Professional Development</b>	Ensuring that personal and team-wide professional development is based on identified need in terms of improving the quality of teaching and learning and meeting school targets	<p>Has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils</p> <p>Involves leading, developing and enhancing the teaching practice of other staff</p> <p>Is focused on teaching and learning</p>	<ul style="list-style-type: none"> <li>• Monitoring pupil's learning</li> <li>• Moderating pupils' learning</li> <li>• Observing lessons (joint/singular)</li> <li>• Team teaching</li> <li>• Identifying enrichment activities</li> </ul>
<b>Acting on Evidence</b>	Taking effective action to address the issues raised by monitoring key performance indicators related to school improvement plan targets; seeks professional advice within and beyond the school when appropriate	Requires the exercise of a teacher's professional skills and judgement	<ul style="list-style-type: none"> <li>• Analysing pupil outcomes</li> <li>• Managing issues with rigour</li> <li>• Using the expertise within the leadership team as appropriate</li> </ul>
<b>Improving Teaching and Learning</b>	Adapting Personal Leadership Practice in the light of monitoring evidence and providing equally challenging coaching and mentoring support to colleagues to enable them to do the same	<p>Involves leading, developing and enhancing the teaching practice of other staff</p> <p>Requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum</p>	<ul style="list-style-type: none"> <li>• Coaching 1-1 within the team</li> <li>• Leading and developing a subject area, year group or both and identifying measurable impact</li> </ul>

		Requires the exercise of a teacher's professional skills and judgement	<ul style="list-style-type: none"> <li>• Regularly modelling good practice of the Teachers' Standards</li> </ul>
<b>Handling Accountability</b>	Taking whatever action is necessary to ensure that both safeguarding needs and school improvement targets are met; presents information on progress effectively to a range of audiences	Requires the exercise of a teacher's professional skills and judgement	<ul style="list-style-type: none"> <li>• A culture of safeguarding vigilance in year group/ subject leadership</li> <li>• Promoting clear knowledge of the School Development Plan</li> <li>• Preparing and discussing relevant pupil progress data using appropriate forms of ICT</li> </ul>
<b>Managing Resources</b>	Planning the effective use of human and physical resources to secure the delivery of school improvement plan priorities	Involves leading, developing and enhancing the teaching practice of other staff	<ul style="list-style-type: none"> <li>• Managing other staff and relevant resources within subject and team</li> </ul>