



ICC Leadership Statement

At Icknield Community College, we believe strongly in being a centre of excellence for leadership development. We create a culture in which excellent leadership flourishes at every level and a culture in which colleagues seek leadership development. We grow our leaders and help them to become our system leaders of the future. We recognise the need for effective succession planning.

We believe that excellent leaders are excellent communicators and can work effectively with a wide range of stakeholders. They are able to lead and manage others effectively, as well as being able to manage themselves. Excellent leaders are excellent teachers and are able to lead teaching, learning and curriculum development effectively. They understand the need to provide support and challenge to the teams they lead, hold colleagues to account through rigorous monitoring, and plan strategically and creatively to meet emerging needs.

We provide a range of opportunities for our colleagues to develop and practise skills to become highly effective leaders. All leaders across the school meet with their line manager on a weekly or fortnightly basis. This is a central vehicle for reviewing effective leadership practice and a time in which more senior leaders coach and/or mentor their colleagues. We believe in the power of effective leadership modelling to improve leadership practices across our school. This modelling takes place in link meetings throughout the organisation, but also through other leadership forums including Leadership Team, Senior Leaders' and Middle Leaders' Meetings.

All staff are welcomed to take part in Leadership Development Programmes to develop their leadership skills. These programmes are aimed at aspiring leaders, new leaders and experienced leaders, all of whom are seeking their next level of development regardless of their role in the organisation. As part of their bespoke programme, colleagues are assigned a coach who works with them to identify the leadership competencies they wish to develop. They devise a school based project in which they will set goals to achieve and plan a range of actions and activities to enable them to do so. As part of their development programme, leaders are encouraged to read extensively about their relevant development area, and they are invited to visit other schools to review practice in external settings.

Through our leadership programme and appraisal system, we ask all leaders to review themselves against a set of bespoke Leadership Standards – standards written for our local context – and then create a plan to work on standards they feel they need to develop. Self-evaluation and reflection, followed by appropriate planning, plays a central role in Leadership Development at ICC.

Over the course of the academic year, experienced leaders run “Masterclasses” on a chosen area of expertise, most of which link directly to our leadership standards. We believe that all leaders should be able to learn from each other, and benefit from each other's experiences.

Ultimately, we believe that effective leaders make for effective schools. With highly effective leadership, we are able to achieve “Excellence for All”.