

LEADERSHIP KITE MARK at Rudheath Senior Academy: "A great team, made up of great people, driven by values."
"Opening Children's eyes to the world of possibility"

K	I	T	E
Kindness	Integrity	Truth	Excellence
<p><i>Always remembering "Better people make better leaders." and assuming positive intent</i></p>	<p><i>Doing the right thing even when no one is watching and choosing what is right over what is easy.</i></p>	<p><i>Leading with honesty and telling the truth to yourself and others, even when it's hard.</i></p>	<p><i>1% improvements and 100% responsibility. "We are what we repeatedly do, excellence then is not an act, but a habit"</i></p>
<ul style="list-style-type: none"> ✓ Clear is kind. Unclear is unkind ✓ Work hard but always protect the workload of yourself and your team. ✓ Be respectful to all staff and students. ✓ Model positive professional regard to the teams you lead. Remember everyone can be excellent somewhere. ✓ Focus on building relational trust with teams. ✓ "Care personally and challenge directly." ✓ Respond appropriately ✓ Manage your own feelings. ✓ Value the time of others. ✓ Listen to the opinions of all. ✓ Celebrate success. ✓ Know your team. 	<ul style="list-style-type: none"> ✓ Always be prepared to lead by example and don't ask others to do what you wouldn't do yourself. ✓ Confront the brutal facts. Admit if things aren't right ✓ Make tough decisions if they are in the best interests of the school culture and fit with RSA values ✓ Be aware of what you do well and the contribution of others and credit others for successes. ✓ Evaluate the performance of the team you lead- feedback constantly. ✓ Always address performance issues. ✓ If you say you will do it – do it. Better to under-promise and over deliver. ✓ Keep things confidential wherever appropriate. <p style="text-align: center;"><i>Leaders are made, not born- Vince Lombardi</i></p>	<ul style="list-style-type: none"> ✓ Show humility. Not thinking less of yourself but thinking of yourself less. ✓ Evaluate your own performance and reflect critically ✓ Deliver messages and hold people to account honestly if it is designed to help people develop. ✓ Clarify expectations and over-communicate ✓ Lead with questions and not answers. ✓ Model Truth in meetings. "Leaders speak last" ✓ Say yes by email and no face to face ✓ Be aware of your personal strengths and understand how your behaviour impacts others ✓ Actively seek feedback and be prepared to hear difficult messages, not just give them 	<ul style="list-style-type: none"> ✓ Be a role model of Excellence, especially in the classroom and model the highest expectations always ✓ Work hard to simplify complex issues ✓ Set your own targets and challenge yourself ✓ Meet all professional deadlines. Be organised. ✓ Plan meetings in advance to ensure they are focussed. ✓ Remember the standard you walk past is the standard you accept. ✓ Take time to notice everything and challenge things. ✓ Work hard to beat your personal best every day. 1% ✓ Seek new opportunities showing a desire to develop professionally. Be a learner. ✓ Plan lessons and assemblies to the highest standards. ✓ Make the effort to take a step back and think strategically ✓ Look externally for best practice . ✓ Ensure there is a culture of ambition and excellence in the teams you lead. ✓ Remember your key role is to grow and develop other leaders.