

# Middle Leader: Setting My Compass.

The core purpose of the subject leader is to provide professional leadership which secures good quality teaching and improved standards for all pupils.

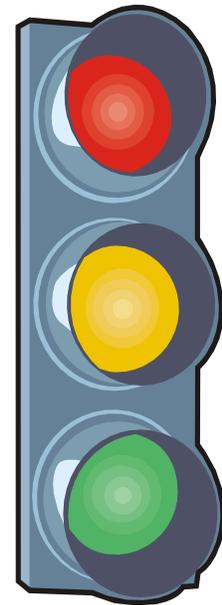


**Your Task: Reflect on your current practice and experience as a middle leader. Use a traffic light system to evaluate your present position against the criteria for subject leadership:**

**The Green Zone:** When things are going well; you are confident in this area;

**The Amber Zone:** When things are Okay, but there may be aspects which require further development.

**The Red Zone:** When things are not going well, or you require significant further development in this area.



## The Core Purpose Of A Subject Leader:

A Subject Leader ...	Grade	Evidence to Support the Grade
<ul style="list-style-type: none"> <li>Provides leadership and direction</li> </ul>		
<ul style="list-style-type: none"> <li>Provides management and organisation</li> </ul>		
<ul style="list-style-type: none"> <li>Secures high standards of teaching and learning</li> </ul>		
<ul style="list-style-type: none"> <li>Plays a major role in the development of policy and practice</li> </ul>		
<ul style="list-style-type: none"> <li>Ensures that practices: - improve the quality of education provided - meet the needs and aspirations of all pupils - raise standards of achievement</li> </ul>		
<ul style="list-style-type: none"> <li>Supports, guides and motivates teachers and other adults</li> </ul>		
<ul style="list-style-type: none"> <li>Evaluates: - the effectiveness of teaching and learning - the subject curriculum - progress towards targets for staff and pupils</li> </ul>		
<ul style="list-style-type: none"> <li>Monitors the subject</li> </ul>		
<ul style="list-style-type: none"> <li>Identifies needs of his/her subject</li> </ul>		
<ul style="list-style-type: none"> <li>Considers subject needs in relation to overall school needs</li> </ul>		
<ul style="list-style-type: none"> <li>Understands how the subject contributes to school priorities</li> </ul>		

### Three Specific Steps I will take to move forward are:

- .....
- .....
- .....

## The Outcomes of Effective Leadership on Pupils:

Effective Subject Leadership Results in Pupils who .....	Grade	Evidence to Support the Grade
<ul style="list-style-type: none"> <li>• Show sustained improvement in knowledge, understanding and skills</li> </ul>		
<ul style="list-style-type: none"> <li>• Understand the key ideas of the subject</li> </ul>		
<ul style="list-style-type: none"> <li>• Show improvement in literacy, numeracy and information technology skills</li> </ul>		
<ul style="list-style-type: none"> <li>• Know the purpose and sequence of activities</li> </ul>		
<ul style="list-style-type: none"> <li>• Are well prepared for tests and exams</li> </ul>		
<ul style="list-style-type: none"> <li>• Are enthusiastic about the subject</li> </ul>		
<ul style="list-style-type: none"> <li>• Contribute to a purposeful working environment through their attitudes and behaviour</li> </ul>		

### Three Specific Steps I will take to move forward are:

- .....
- .....
- .....

## The Outcomes of Effective Leadership on Teachers:

Effective Subject Leadership Results in Teachers Who ...	Grade	Evidence to Support the Grade
<ul style="list-style-type: none"> <li>• <b>Work well together as a team</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Support the aims of the subject</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Know how the subject aims relate to the school aims</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Are involved in the formation of policies and plans</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Apply policies and plans consistently in the classroom</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Are dedicated to improving standards of teaching and learning</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Have an enthusiasm for the subject which motivates pupils</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Have high expectations of pupils</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Set pupils challenging but realistic targets based upon a good knowledge of the pupils and the progression of the concepts in the subject</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Make good use of guidance training and support to enhance their knowledge and understanding of the subject and develop their expertise</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Take account of relevant research and inspection findings</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Make effective use of subject-specific resources</b></li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Select appropriate teaching and learning approaches to meet subject-specific objectives and the needs of all pupils</b></li> </ul>		

Three Specific Steps I will take to move forward are:

- .....
- .....
- .....

## In Summary – Our Plenary

The Middle Leader, therefore, must..... **(what will you now do?)**

- Focus on learning and teaching;  
.....  
.....
- Generate positive relationships;  
.....  
.....
- Provide a clear vision and high expectations;  
.....  
.....
- Improve the environment;  
.....  
.....
- Provide time and opportunities for collaboration;  
.....  
.....
- Distribute leadership: build teams;  
.....  
.....
- Engage the community;  
.....  
.....
- Evaluate and innovate;  
.....  
.....

