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SENCO Leadership Framework Grid

| **Focus Area** | **Description** | **Description** | **Description** | **Next Steps** | **✓** |
| --- | --- | --- | --- | --- | --- |
| **Self -Assessment** | Is open to positive and critical feedback and seeks clarification when necessary. | Is quite ‘relaxed’ about own capabilities. | Actively seeks either positive or negative feedback about own leadership skills. |  |  |
| **Adaptability** | Adapts to situations by using a range of existing or set procedures. | Responds easily to sudden changes. Tolerates uncertainty and complex situations. | Adapts overall strategy, goals and plans to fit the situation and copes well with unexpected events or circumstances. |  |  |
| **Self -Awareness** | Understands the connection between what is happening and what I am feeling. | Is able to describe how your feelings affect your actions. | Understands the main reason for your feelings. |  |  |
| **Self -Confidence** | Believes in your ability to be a good leader. | Is self-assured and challenges others respectfully and appropriately. | Has a powerful presence so that people want to listen. |  |  |
| **Empathy** | Accurately reads moods and feelings making use of written verbal and nonverbal cues to understand other views and needs. | Is respectful and relates well to people of diverse backgrounds showing awareness of their uniqueness as individuals. | Sees things from others’ perspectives and uses different viewpoints to extend or deepen learning or understanding.  |  |  |

| **\** | **Description** | **Description** | **Description** | **Next Steps** | **✓** |
| --- | --- | --- | --- | --- | --- |
| **Contextual Awareness** | Understands the values and culture of others and use this to promote decision making and change. | Understands group interaction and can plan leadership approach for different individuals or groups. | Observes, engages and at times challenges the values, norms or unspoken ‘rules’ of groups. |  |  |
| **Developing Others** | Creates an environment that provides others with opportunities to learn and to develop new skills. | Provides timely and specific feedback on what is done well and on opportunities for improvement. | Helps and encourages others to create their own learning strategies. Does not take over but supports others to resolve issues. |  |  |
| **Enquiry Strategies** | Very good questioning skills to clarify issues and to help individuals discover their own answers. | Asks careful questions to find out about underlying concerns and important issues. | Uses respectful enquiry skills to help others explore issues and move things forward. |  |  |
| **Group Management** | Help groups establish a positive atmosphere through developing ground rules and focusing on how to achieve outcomes. | Works flexibly but maintains principles agreed by the group. Keeps to time and allows for everyone's views to be valued. | Balances the diverse needs of people within the group and makes sure everyone has a positive experience of being able to ask questions and contribute. |  |  |

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