

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.		

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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.		