

# Fraserburgh Academy Whole School Policy Document

## Leadership Development Policy



Date

September 2023 Ed Carlin.

## Our VALUES

Aspiration  
Community  
Integrity  
Kindness  
Trust

## Our ROUTINES

Hands up for Silence  
Meet & Greet  
End & Send  
Walk & Talk

## Our REPAIR

What Happened?  
How were you feeling?  
Who was affected?  
How might they have been feeling?  
What needs to happen now?

# the FRASERBURGH way

## Our RECOGNITION

Praise in Public, Reprimand in Private  
Recognition Boards  
Post Cards  
Lighthouse Awards

## Our PHRASES

“Right Time, Right Place, Right Tone,  
Thank You”  
“I hear what you’re saying, now I need  
you to...”  
“Phones away for Learning, Thank You”  
“Round in 5 for Learning, Thank You”

## Our RESPONSE

“I hear what you’re saying. The rule  
was about being R/R/S. I have seen  
you doing this really well before. I  
need you to be more R/R/S. Thanks  
for listening.”



TOGETHER CREATING  
POSITIVE FUTURES

## **Fraserburgh Academy Leadership Development Policy**

### **Purpose**

This School Leadership Development Policy aims to provide a framework for the identification, training, and continuous development of school leaders to ensure effective leadership and management within Fraserburgh Academy. It seeks to foster a culture of excellence, innovation, and continuous improvement in leadership capabilities.

### **Policy Statement**

#### **1. Leadership Identification and Selection:**

- a. The school shall establish transparent and open processes for the identification and selection of potential leaders, including teachers and PTFs.
- b. Leadership opportunities shall be advertised internally for all teaching staff.
- c. Leadership candidates shall undergo a supportive process, including workshops, mentoring, completion of the FA Leadership Portfolio and trio meetings.

#### **2. Leadership Training and Development:**

- a. Newly appointed leaders shall participate in The Fraserburgh Academy Leadership Pathways Programme designed to familiarize them with the school's priorities, vision, mission, values, and policies.
- b. Ongoing leadership development shall be a priority, including access to relevant training programs, workshops, conferences, and mentoring opportunities.
- c. Leadership development plans shall be individualized to address specific needs and career aspirations, with regular reviews and adjustments.

### **3. Mentoring and Coaching:**

a. All new leaders shall be mentored by Irene Sharp (HT) and Ed Carlin (DHT) to provide guidance, support, and professional development opportunities.

b. Leaders seeking to advance to promotion shall engage in further activities such as shadowing SLT or Middle Leaders.

### **4. Performance Evaluation and Feedback:**

a. Supportive leadership evaluations shall be offered for all leaders, using the Fraserburgh Academy Leadership Portfolio.

b. Feedback from peers, other program leaders, and mentors shall be collected and used to guide leadership development plans.

### **5. Development and Review:**

a. The Leadership Portfolio shall be regularly reviewed and updated to align with changing needs and best practices during trio meetings.