

## Huntington School's Leadership 360°

We are always trying to improve. The Well-being group's feedback about the leadership of the school suggested that the SLT conduct a 360° assessment with the colleagues they directly line/performance manage in order to support each individual member of the SLT to reflect upon, and consequently improve, his or her performance. Jane Baxter has a background in leadership development and helped construct the 360 questionnaire.

### How a 360° assessment works

The member of SLT will complete the questionnaire and everyone s/he line manages will do so too, *completely, untraceably anonymously!* (This will be a waste of effort if people are not utterly honest when they answer the questions). The SLT colleague will then be coached by John Tomsett or Jane when they compare their perception of themselves against the aggregated responses to each question. During the coaching session the member of SLT will be able to see where their perception of themselves in their role differs from the perception of them held by the colleagues they line/performance manage. Where there is a significant gap between perceptions the coaching will allow the member of SLT to reflect upon that gap and discuss ways s/he might change his/her behaviours in order to close the gap.

What you need to do is complete the questionnaire answering each question on a scale of 1-10, where 1 is low and 10 is high. Once you have posted your responses electronically they will be automatically aggregated to give a single 1-10 number for each question. It will be impossible to trace any single person's response. There is a limited space for anyone to add any comments, which may, of course, be attributable.

1. To what extent does X understand and support your role and subject area?
2. To what extent does X support and challenge you to be as good as you can be as a classroom teacher?
3. To what extent do you feel that X shows empathy and humanity in his/her position?
4. To what extent does X understand what good teaching looks like?
5. To what extent does X demonstrate the school values of honesty, respect and kindness, and uphold the school's high standards?
6. To what extent do you find X approachable?
7. To what extent does X take time to connect with you, as a person, not just as an employee?
8. To what extent is X a visible presence around school?
9. To what extent can you rely on X to support you with discipline issues in your classroom?
10. To what extent does the time you spend with X in the Performance Development process help with developing your teaching expertise?

Are there any other comments you would like to make to help X's development as a leader in our school?