#### Appendix 4(d): LAOS 2022 Consultation Exercise for Staff

**Exercise which can be completed with staff during the consultation process:**

Reviewing the leadership & management needs & priorities of the school through the lens of

**LOOKING *AT OUR SCHOOL 2022 - a Quality Framework***

Under the provisions of Circular 0003/2018 the current post of Assistant Principal is re- designated as Assistant Principal I (AP I) and the current post of Special Duties Teacher is re- designated as Assistant Principal II (AP II).

Assistant Principals occupy positions of strategic importance in the leadership, management and administration of the school. In line with the principles of distributed leadership, Assistant Principals work in teams in collaboration with the Principal and/or Deputy Principal and have shared responsibility, commensurate with the level of the post (i.e. AP I or AP II), for areas such as:

* curriculum and learning
* student support and wellbeing
* school improvement
* leadership/management and development of staff teams

At its most recent meeting, the Board of Management agreed to commence a consultation process to identify the leadership & management needs and priorities of the school.

###### The focus of the attached exercise is to establish what we are doing well currently and to note the areas which require more focus and work. Where you agree the school places an emphasis and a high priority on the statement, assign this 1 (high importance), 2 (importance), 3 (some importance) and 4 (little importance)

These key leadership and management areas/domains are set out in The Quality Framework for Leadership and Management in Irish schools **“LOOKING AT OUR SCHOOL 2022 - a Quality Framework”**

**Domain One: Leading Teaching and Learning – In this school, those with leadership and management roles:**

promote a culture of improvement, collaboration, innovation and creativity in learning, teaching and assessment.

foster a commitment to inclusion, equality of opportunity and the holistic development of each student.

manage the planning and implementation of the school curriculum.

foster teacher professional development that enriches teachers’ and students’ learning.

**Domain Two: Managing the organisation - In this school, those with leadership and management roles:**

establish an orderly, secure and healthy learning environment, and maintain it through effective communication.

manage the school’s human, physical and financial resources so as to create and maintain a learning organisation.

manage challenging and complex situations in a manner that demonstrates equality, fairness and justice.

develop and implement a system to promote professional responsibility and accountability.

**Domain Three: Leading school development - In this school, those with leadership and management roles:**

communicate the guiding vision for the school and lead its realisation in the context of the school’s characteristic spirit

lead the school’s engagement in a continuous process of self-evaluation

build and maintain relationships with parents, with other schools, and with the wider community

manage, lead and mediate change to respond to the evolving needs of the school and to changes in education

**Domain Four: Developing leadership capacity - In this school, those with leadership and management roles:**

critique their practice as leaders and develop their understanding of effective and sustainable leadership

empower staff to take on and carry out leadership roles

promote and facilitate the development of student voice, student participation, and student leadership

build professional networks with other school leader