

Competency Building Relationships

Definition: To foster and promote positive, trusting and professional relations within and beyond the school community

	What does Outstanding look like?
1	Always fosters and proactively promotes a caring, happy and productive working environment in which staff feel appreciated and motivated.
2	Always goes above and beyond the limits of their role to maximize output and staff morale.
3	Inspires pupils from all areas of the school and goes above and beyond to build relationships with children both in and out of their care.
4	Staff will look to you for advice in dealing with a variety of issues.
5	Consistently leads by example and motivates colleagues and children. Has an excellent relationship with parents and all stakeholders within the Hazelwood community. Is confident and willing to discuss difficult issues with these parties.

	What does Above Expectation look like?
1	Fully embraces diversity and is found to be very approachable and respectful.
2	Works effectively in their team and supports staff in fulfilling their responsibilities within the school.
3	Is a strong role model to pupils and creates solid relationships with the children in their care.
4	Effectively communicates with all members of the Hazelwood team including staff from different departments.
5	Has an excellent relationship with parents and all stakeholders within the Hazelwood community. Is confident and willing to discuss difficult issues with these parties.

	What does Meets Expectation look like?
1	Is approachable respectful and welcomes diversity.
2	Works effectively in their team.
3	Is a good role model to pupils and has a good rapport with the children in their care.
4	Open communicator within department or year group.
5	Has a good relationship with parents and all stakeholders within the Hazelwood community.

	What does Needs Support look like?
1	Is inconsistent in approach to colleagues and children.
2	Finds working within a team challenging and does not show evidence of supporting colleagues in fulfilling their job-role.
3	Does not consistently demonstrate good rapport with children.
4	Struggles to communicate effectively.
5	Finds relationship with parents and stakeholders challenging.

Competency Professionalism

Definition: Shows consideration and respect for others and embraces diversity within the Hazelwood community. Demonstrates excellent professional knowledge and passion for their job role whilst maintaining high expectations of themselves and others.

	What does Outstanding look like?
1	Supports others to meet clearly communicated deadlines as well as their own. Volunteers to attend additional meetings/working parties and is always punctual.
2	Is proactive and passionate within their job role and supports others to complete tasks to a high standard as well as their own.
3	Has high expectations of themselves and others and continuously strives to improve.
4	Plenty of evidence to support CPD. Always strives to develop professionally and supports others with their own CPD.

	What does Above Expectation look like?
1	Always meets clearly communicated deadlines, attends necessary meetings and is punctual.
2	Is proactive and passionate within their job role and can be trusted/relied upon to complete tasks as set out in their job description with efficiency and enthusiasm.
3	Has high expectations of themselves and others and strives to improve.
4	A variety of evidence to support CPD and Continues to develop professional knowledge.

	What does Meets Expectation look like?
1	Meets all clearly communicated deadlines but sometimes seeks additional time/support, attends necessary meetings and is punctual.
2	Is proactive within their job role and can be trusted/relied upon to complete tasks as set out in their job description.
3	Has high expectations of themselves and others.
4	Appearance/dress in accordance with the staff handbook
5	Evidence to support CPD.

	What does Needs Support look like?
1	Struggles to meet deadlines, fails to attend necessary meetings, and is often running late.
2	Does not demonstrate a pro-active approach to their role.
3	Lacks confidence and does not strive to reach their full potential.
4	On occasion, fails to meet the requirements outlined in the staff handbook with regards to appearance and dress.
5	Lacks evidence of CPD.

Competency Communication

Definition: The ability and drive to share and receive information (both written and verbal), seek advice and liaise with the staff, children, parents and others within the Hazelwood community.

	What does Outstanding look like?
1	Can share sensitive information effectively in a manner suited to the circumstances and demonstrates exemplary communication skills.
2	Strives to go above and beyond a positive rapport with adults and pupils.
3	Inspires and motivates staff by setting a great example.
4	Encourages feedback and is constantly looking to improve upon advice.
5	Is an excellent role model displaying positive attitude and energy.

	What does Above Expectation look like?
1	Exhibits strong communication skills when sharing information with others / a range of audiences, ensuring both clarity and the offer of support if uncertain.
2	Builds a positive rapport with adults and pupils with ease.
3	Sets an good example to others and is a strong motivator.
4	Responds well to feedback and acts upon advice given.
5	Always demonstrates a positive attitude and energy.

	What does Meets Expectation look like?
1	Able to use positive / clear communication skills to share information suited to others / a range of audiences.
2	Able to build a positive rapport with adults and pupils.
3	Able to use communication effectively and set a good example to motivate others.
4	Able to respond appropriately and constructively to feedback including evaluating achievement, reflecting on success and learning from others.
5	Is able to demonstrate a positive attitude and energy in communicative situations.

	What does Needs Support look like?
1	Can struggle to use communication skills effectively.
2	Rapport with adults and pupils can vary.
3	Finds motivating others difficult
4	Finds constructive feedback difficult to manage and does not always follow advice of others.
5	Attitude varies in communicative situations.

Competency Leadership

Definition: To influence and maximise the effort of others towards the achievement of our school vision and to translate this vision into reality.

	What Outstanding look like?
1	Proactively inspires other by always demanding the very highest standards of oneself and those around them.
2	Promotes authenticity, loyalty and integrity to the school and its community and positively challenges those whose values and core beliefs threaten the school vision.
3	Promotes creative thinking and innovation and actively celebrates these virtues in others. Thinks out of the box to come up with unique ideas and empowers others to turn ideas and goals into reality.
4	Encourages empathy through role modelling. Can provide unifying solution to these problems.

	What Above Expectation look like?
1	Can inspire other by consistently demanding the very highest standards of oneself and those around them.
2	Demonstrates authenticity, loyalty and integrity to the school and its community and openly promote these values and core beliefs.
3	Always strives for the very best through creative thinking and constant innovation. Thinks out of the box to come up with unique ideas and turn those ideas and goals into reality.
4	Can demonstrate empathy and understand the problems of those around them. Can provide suitable solution to these problems.

	What Meets Expectation look like?
1	Demands high standards of oneself and those around them.
2	Demonstrates authenticity, loyalty and integrity to the school.
3	Contributes to the school vision through creative thinking and innovation. Thinks out of the box to help contribute unique ideas.
4	Can demonstrate empathy and understands the problems around them.

	What Needs Support look like?
1	Lack of understanding of appropriate standards for both oneself and those around them.
2	Lacks loyalty and integrity to the school.
3	Struggles to contribute to the school vision.
4	Has little regards for those that work around them and in understanding the problems they may have.