

Leadership and Management

Let's Reflect – Strategic Leadership Approach



As a leader, you are responsible for ensuring that your team works to embed quality provision and enables children to reach their full potential. Through appropriate and varied leadership strategies, leaders can empower staff to develop as professionals, fine tuning their practice and meeting their statutory duties effectively. It is vital that the needs of the setting, the families, the community, and the staff team are all taken into consideration when planning ahead.

Leaders and managers need to utilise their skills in delegation, prioritisation, communication, and motivation. This supports in navigating your team through the changing landscape of early years and the evolving needs of families and children that you serve.

“Leaders have a clear and ambitious vision for providing high-quality, inclusive education and training to all. This is realised through strong, shared values, policies, and practice.”

Education inspection framework 2023

Task

Consider the questions below and reflect on how you can promote a Strategic Leadership

Approach:

- Have you considered what kind of an organisational culture has developed overtime in your setting?
- Are there steps you could take to increase and promote positivity.
- What is your influence on the organisational culture?
- How do you engage the team in embedding a shared vision that reflects the settings ethos and aims and objectives?
- Have you established a shared understanding of what quality practice looks like?
- Are roles and responsibilities clear to all – how do these shape practice and hold persons accountable?
- What current strategies do you utilise to ensure that staff are involved in strategic planning?
- Are they effective?
- What more could you do?
- How receptive are you and your staff to change – good or bad?
- How do you support your team to view challenges and opportunities?
- How do you promote a reflective and solution focused approach within your team?

- Do you utilise peer support in your setting to promote a reflective culture?
- do you manage the expectations of staff, parents, and children?
- How do you balance the wants and needs of the setting, staff, and families?
- How do you 'future proof' your setting I being sustainable during times of change?
- Are you forward thinking in your approach to practice?
- Do you consider the changing landscape of the early years when making strategic decisions?
- How do you build staffs confidence and resilience?
- Are you clear in your thinking? does it reflect the ideas of others?
- Are you able to prioritise and adapt in response to challenge?
- Are your strategies for monitoring actions agreed effective?
- Do you invest time in monitoring the impact of agreed actions and improvements? If so, how?