

A background image showing two students, a young woman with long brown hair and a young man with dark curly hair, both wearing grey work coats and green lanyards. They are in a workshop setting, looking towards the right. The woman is wearing a red scarf. The man's coat has a logo that says 'Dover Technical College' and 'AUTOMOTIVE'. A large teal triangle is overlaid on the left side of the image, containing the main title.

# PRINCIPAL OF COLLEGE OUTSTANDING LEADERSHIP STANDARDS

Leading Excellence in Learning

# PRINCIPAL OF COLLEGE OUTSTANDING LEADERSHIP STANDARDS

Principal JD	Standards
<b>LEADERS OF EDUCATION</b>	<p>1. To have senior responsibility for the college curriculum strategy developing a relevant and cost-effective offer in line with the Curriculum Blueprint, that attract and delivers high quality education to students leading to successful progression, destinations and outcomes.</p>
	<p>2. To lead the Senior Team to implement a rigorous process of self-assessment at programme, department and college level that critically evaluates the quality of provision and leads on the educational improvement plans.</p>
	<p>3. To oversee the delivery of the college teaching, learning and assessment strategy to ensure priorities coherently support the curriculum intent to promote an inclusive and inspiring education experience to all students.</p>
	<p>4. To oversee and ensure students receive their appropriate entitlement, where funds are appropriately utilised following statutory funding and awarding body requirements, students receive an outstanding support service and the learning support required. *</p>
	<p>5. To have overarching responsibility to ensure the college estate provides inclusive and safe learning environments, meet legislative requirements, and security and safety arrangements are in place for students and staff.</p>
<p>1. Pioneer and direct the curriculum strategy and vision that determines the education character of the college, stimulating strategic partnerships and enabling innovation in specialisms for the best opportunities for students and communities we serve.</p>	<p>2. Challenge, support and enthuse senior leaders and managers to design and deliver attractive and coherent programmes of learning that inspire social inclusion, mirror outstanding programme standards that lead to clear pathways for students.</p>
<p>3. Strategically lead the Quality and Performance Cycle, ensuring exceptional planning and self-assessment is rigorously challenged at college level and scaffolded at programme level, that is evaluated with sound judgements across senior and middle managers to drive forward educational standards and quality of education.</p>	<p>4. Foster an ethos of reflective practice, critical appraisal and teamwork to enable senior leaders to individually and collectively engage in regular self-evaluation that coherently works towards college business and improvement plans.</p>
<p>5. Lead, determine and shape the college learning priorities by supporting senior leaders in pioneering the College Teaching, Learning and Assessment and learning support strategies with a complimentary development programme that enables departments and staff to drive standards of delivery, innovate and develop practice, and to create exceptional opportunities for students.</p>	<p>6. Foster a culture of implicit accuracy, outstanding customer service and clarity in communication to enable compliance across the service, curriculum and administration functions of the college, enabling students to receive their full entitlement, meet statutory funding requirements, while also meeting their identified support needs.</p>
<p>7. Enthuse a culture of providing students with exceptional learning environments in a safe and secure estate where the compliance requirements are met and students and staff safety is always at the forefront of decisions.</p>	

(\*where delegated to lead a responsibility of the portfolio)

	6. To act as the senior designated safeguarding officer and to ensure all students are safeguarded and appropriate actions and procedures are in place to respond to learner welfare concerns, pastoral requirements are met and support for our most vulnerable students.	8. Role model and promote a culture of vigilance and sense of belonging to all students and staff ensuring the safeguarding policy, relevant processes, and relevant training and curriculum are fully embraced enabling all students to feel safe and supported, tackle fears and concerns, and demonstrate respect towards each other to prepare for the societies they live in.
	7. To oversee the full engagement of students in the college wider engagement programmes such as enrichment, social action, and student voice that promotes personal, spiritual, moral, social and cultural development to prepare them to progress into further/higher education or work.	9. Inspire and unlock social mobility and student voice that influences the vision of empowering student engagement by utilising the college resources to promote opportunities for students to explore interests, participate in social action, explore a range of enrichment activities, and ignite digital readiness, to build confidence and resilience for modern day society.
<b>LEADERS OF PEOPLE</b>	8. To lead a senior team and college management team ensuring the College strategic direction, education provision, ethos and values strives to the very highest standards.	10. Lead, enthuse and communicate a college vision to strive for exceptionally high learning and industry standards alongside the EKC Group strategic plan and values to inspire all stakeholders, including senior leaders, students, staff, employers, parents, and community partners.
		11. Foster a culture of ambition and empowerment in the senior team to lead a set of college strategic priorities, providing guidance and support, with the tools to deliver outstanding educational provision.
	9. To lead a college team of staff ensuring the support and development is deployed to excel in their roles in line with the college strategic direction and priorities through monthly My Progress Reviews and the opportunity to engage in well-being activities, including mandatory training.	12. Role model and lead a culture of professional development, building sustainable outstanding practices, and building succession opportunities through the Framework of Outstanding Leadership Standards and focused staff development opportunities through college and Group resources.
		13. Foster an ethos and implement strategies that promotes the EKC Values being integral to all operational and strategic responsibilities and where the well-being of our staff and students enables a sense of pride and belonging to the EKC Group.
	10. To ensure leaders, managers and staff have the tools to perform to the highest standards and are accountable for their performance and success of students.	14. Tailor the development of leaderships skills to the Outstanding Leadership Standards and guide individualised professional development on the education, people and business requirements of the EKC Group ensuring the student experience is no less than exceptional by effective implementation of My Progress Reviews across the college.
	11. To take senior responsibilities in the appointment of senior and middle managers following the associated recruitment policies and processes and ensure they are fully supported throughout their roles.	15. Strategically recruit leaders considering the leadership traits that align to: EKC Core Values; the future skills requirements of communities we serve; the skills that develop ambitious and inclusive curriculum design and delivery; and the motivational leadership of people to deliver an exceptional education.

<b>LEADERS OF BUSINESS</b>	12. To be responsible for the college budget accounts and oversee resources are deployed effectively to meet the student entitlement and provide exceptional opportunities for students.	16. Lead, consider and strategically balance the overall college financial priorities, ensuring ambitious yet realistic income targets are met without compromising the student experience, to make college decisions that support leaders and managers innovatively utilise resources that, as a result provide outstanding opportunities for students.
	13. To work with Group and wider services of the College and Group, such as HR, Finance, Technology, Business Systems, Education Services and Estates to benefit students.	17. Collaborate, problem solve and develop highly effective planning and working practices with Group Services to ensure students benefit from the very best resources, facilities, support, and can access learning opportunities to support next steps.
	14. To work in conjunction with other Senior and Executive colleagues to lead on designated strategic priorities of the college and Group, lead the Local College Board and implement best practice across the EKC Group.	18. Actively contribute, lead and collaborate with Senior staff of the college, executive team and other colleges both internally and externally to EKC Group in organisational developments, to bring forward good practice and strategies to be considered to benefit all students in the Group.
		19. Demonstrate to Local College Boards exceptional leadership of quality standards, staff, and delivery of strategic objectives, and ensure there is college alignment and impact towards the EKC Group Strategic plan and priorities for students.
	15. To take the overarching responsibility to lead the strategic direction of the college with stakeholders to benefit students and the future of the college in line with the EKC Group Strategic plan.	20. Lead a college stakeholder plan that defines key strategic partners to raise the profile of the college, promote partnerships and collaborative opportunities for students, and pioneer curriculum developments, to enable the college to be placed at the heart of the communities we serve.





**ACHIEVING  
EXCELLENCE**