**The Churchill School**

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**Framework for Excellence**

RESPECT

* You have an indiscriminate positive regard for each and every child, regardless of any characteristic, e.g. ability, SEND, behaviour, ethnicity, home background, remembering at all times that we are educating God’s child
* You listen well, instead of reacting fast, so you can better understand
* You are able to alter your communication to reach out to those who are different from yourself
* You ensure that your interactions are polished and professional at all times
* You treat people with respect, independent of their status or disagreement with you
* You are open and honest, raising issues in a professional manner as they occur, so they can be quickly rectified
* You maintain calm poise in stressful situations

EXCELLENCE

* You have complete belief in what we are trying to achieve at Churchill and share the School’s vision
* You have a real flair in your work and exhibit consistently strong performance
* You take pride in all you do
* You inspire others, staff and children, with your thirst for excellence
* You celebrate successes, your own and others’
* You are concise and articulate in speech and writing
* Within your role, you support the children to make outstanding academic progress and be happy in school
* You actively enable children to demonstrate great independence and excellent behaviour for learning
* You are quick to absorb and act on advice given, avoiding stagnation in weak practice

DETERMINATION

* You have an unending belief in the infinite capacity of all children to do well
* You are optimistic, upbeat and have a can-do attitude
* You are tenacious and resilient and stay focused when the going gets tough
* Your commitment is obvious in your work ethic
* You will always go the extra mile, if it will benefit children or the school
* As a result of your commitment, you accomplish amazing amounts of important work

COURAGE

* You try out new ideas and take responsible risks, whilst monitoring carefully their impact
* You ask questions and are not afraid to challenge the status quo
* You unpick issues to get to the root cause
* You take the time to think beyond the obvious
* You embrace change with positivity, being prepared to give new things the best chance to succeed, accepting that this may be uncomfortable
* You value honesty and are open to personal feedback, acting quickly to improve
* You are quick to admit your own mistakes
* You continue to pursue and build positive relationships, even when this is challenging

CREATIVITY

* You read and research widely, seeking out and evaluating new ideas
* You learn rapidly and eagerly, making the effort to be an expert in your field
* You take time to dream big
* You use your creativity, finding opportunities to enhance our learning environment
* You think creatively and bring new ideas to the table
* You identify issues and suggest creative solutions or better approaches
* You seek to share good practice and adapt ideas from other schools locally and globally

TEAMWORK

* You are selfless, seeking what is best for Churchill, not yourself
* You value working relationships between all staff and do everything in your power to restore harmony and positivity
* You act as a team-player and are generous in sharing your expertise and ideas
* You are supportive of colleagues at all levels, and they grow because of you
* You value honesty and are open to personal feedback, acting quickly to improve
* You seek to influence others positively by your behaviours
* You are known for your empathy, but also your candour and directness, addressing any issues in a spirit of kindness and openness, so they can be quickly resolved
* If speaking about others, when necessary as part of your role, you do so professionally, ensuring your words are those of growth not destruction.
* Otherwise, you talk to people, not behind their backs