**Framework for Excellence**

Innovation

* You make the effort to be an expert in your field
* You take time to dream big
* You think creatively and bring new ideas to the table
* You challenge prevailing assumptions, and suggest better approaches
* You seek to share good practice and adapt ideas from other schools locally and globally
* You are prepared to take risks
* You thrive on change

Curiosity

* You read and research widely
* You learn rapidly and eagerly
* You ask questions
* You unpick issues to get to the root cause
* You take the time to think beyond the obvious

Communication

* You listen well, instead of reacting fast, so you can better understand
* You are concise and articulate in speech and writing
* You treat people with respect, independent of their status or disagreement with you
* You maintain calm poise in stressful situations
* 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 seek to influence others by your behaviours

Passion for Excellence

* You have complete belief in what we are trying to achieve at Churchill and share the School’s vision
* Your commitment is obvious in your work ethic, you will always go the extra mile
* You are optimistic
* You are tenacious and resilient and stay focused when the going gets tough
* You inspire others with your thirst for excellence
* You celebrate successes, your own and others’
* You take pride in all you do

Teamwork

* You value all equally
* You are upbeat and have a can-do attitude
* You act as a team-player
* You are selfless, seeking what is best for Churchill, not yourself
* You are generous in sharing your expertise and ideas
* You are supportive of colleagues and they grow because of you

Honesty

* You value honesty and are open to personal feedback, acting quickly to improve
* You only say things about others you will say to their face and you talk to people, not behind their backs
* You are known for your candour and directness
* You are quick to admit your own mistakes

Impact

* You accomplish amazing amounts of important work across the School
* You have a real flair in your work and exhibit consistently strong performance
* You support the children in your role to achieve great academic results and are happy in school
* You enable the 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