With reference to LAOS 2016 Framework the domain ‘Developinq Leadership Capacity’ was evident in my role in a voluntary capacity on the Code of Behaviour Task group where I wanted the best for the school and the students and I steered it in the right direction to achieve the best outcome for students, teachers and parents

Between September 2017 and May 2018, I was responsible for setting time frames, delegating responsibilities and working in consultation with the NBSS in drafting a new Code of Behaviour. A team approach was necessary in order to share the leadership, benefit from the range of talents and skills of team members, spread the workload and keep all parties engaged and informed. This involved organising and coordinating regular meetings as well as setting up surveys and focus group interviews to collect and analyse data. This was a multi partnership approach as I delegated to other task group members the responsibility of setting up interviews with representatives of the Parents Council, Board of Management and Student Consultative Council thus allowing them an opportunity to develop their own leadership capacity.

As I expected, there were times when there was disagreement among team members on issues as basic as the wording of a sentence to things as complex as getting the correct balance between promotion of positive behaviour and sanctions for poor behaviour. Great care was needed in making sure all voices were heard but, at the same time, no one was allowed to dictate the outcomes. I feel I developed great interpersonal skills in getting a consensus and a balanced outcome.

The whole process allowed other teachers gain valuable experience and it was a great opportunity for them to improve their skills for the betterment of the school. Much consultation and review was necessary at staff meetings to ensure we had the commitment of all staff in the new Code of Behaviour. If it was to be successful, all staff needed to be in agreement with its contents.

My role as a facilitator and a leader not only allowed me to build on my relationship with all concerned but it created a mechanism for greater positive relationship throughout the school community. The policy has since been ratified by the Board of Management, printed in our school diaries and it is to the satisfaction of all school partners.