

What makes an effective middle leader?

This grid displays some qualities of middle leadership gathered from New Zealand secondary middle leaders.

With your own situation in mind place these qualities on a continuum from 'I do this well and often' to 'I need to give this more thought'.

- If you are able, share your reflections with another middle leader.
- Share the strategies you use for things you do well and often.
- Discuss strategies and actions you could use to give aspects more consideration.
- Arrange a future meeting to discuss your progress.

Passion for teaching and learning	Positivity	Genuinely excited about education	Willing to lead change
Open to challenges	Develop others to be leaders	Promote self-efficacy	Open
Honest	Celebrate success	Willing to ask the hard questions	Keep big picture in mind
Good listener	Good communicator	Not be afraid of robust discussion	Inclusive
Consult widely	Have empathy	Subject expertise	Creativity
Endless energy	Ability to see through admin demands	Focus on teaching and learning	Courage to follow instincts
Sustain the direction despite obstacles	Vision	Prepared to take risks	Let others lead
Inquire into your practice	Express high expectations	Value your colleagues	Support your colleagues