



Llywodraeth Cymru
Welsh Government

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Individual Leadership Review (ILR)

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What is it?

- The Individual Leadership review (ILR) is a matrix of the leadership standards in Wales
- The standards within the ILR are arranged under the following key areas

Creating Strategic Direction

Leading Learning & Teaching

Developing and working with others

Managing the school

Securing accountability

Strengthening the community focus

- Each key area is prefixed with a descriptor which captures the focus of the standards in the key area
- The ILR has space for a practitioner to include evidence of the extent to which their practice already meets the Standards, and to enable them to identify priorities for future leadership development.
- The ILR is an ongoing 'live document' of evidence of your leadership evidence against the national leadership standards

Why should I develop my ILR?

- To become a reflective practitioner
- To develop a comprehensive view of my Leadership experience
- To identify areas for development or further development
- To plan future professional learning based on need

Who should be using the ILR?

- The ILR is intended for practitioners working at all levels in the education system who wish to record evidence of their leadership experience and identify future needs.

When should I contribute to my ILR?

- At any time within your career as a practitioner
- The earlier you start the better
- Before starting a new role
- Review current ILR before starting subsequent new roles
- As part of your professional development

How should I contribute to my ILR?

- Ownership is important, write about what **you** do
- The order of the standards is not important
- Start by filling in the standards for which you have clear evidence
- If you can't complete it all don't worry, this will form your development
- Some areas may overlap and evidence may come from different roles over time

- Use evidence within your own context – may relate to a department/phase or whole school
- Should be filled out individually but it is often helpful to openly share or explore ideas in small groups as a starting point
- Share with a trusted senior leader for a different perspective
- Evidence will build over time, and revisions will be made
- Remember the ILR is a living document

How often should I add to my ILR?

- It's a live document and can be updated at any time
- Good practice to review every half term/term
- Every time you gain a new experience or deal with new situations

Where would I use my ILR?

- Evidence for self evaluation
- Method of identifying professional development opportunities
- Evidence for job applications
- Evidence for you to use for your performance Management
- Evidence for applying for leadership progression

An interactive version and additional support materials to help you use your ILR is available at –

<http://learning.wales.gov.uk/yourcareer/leadershipdevelopment/?lang=en>