



Leading from the Centre

Strengthen your school's centre leadership

Build capacity for change, improvement and collective leadership practice

School leadership teams have a powerful impact on the quality of teaching, learning and student outcomes. When they are effectively distributed, schools can achieve big results. If the leadership is too top heavy, things can soon go awry...

That's why middle leaders are central to the success of any school. Investing in their development builds capacity for change, improvement and collective leadership practice. It also strengthens the link between the senior executive and teachers in the classroom.

Leading from the Centre is a development program tailored to the unique situation of your school. The refreshed program consists of a series of interactive and practical modules grounded in the latest research.

Participants engage with a range of frameworks to explore current practice and challenge the status quo. Why do you do what you do? How can school leaders work together more effectively? And how can they better support middle leaders?

Independent Schools Victoria's experienced School Improvement Team will work with school leadership to unpack the skills and strategies to leverage change and innovation and turn your school's vision into reality.

- Expand the capacity and cohesion of middle leaders and your school's leadership.
- Gain clarity of the role of individual middle leaders, and their roles as team members.
- Empower team leaders as critical conduits between senior leaders and staff.
- Enhance the confidence of your leaders with a clear understanding of their role in school improvement.
- Define expectations and strategies to enable leadership teams to respond effectively and efficiently to the challenges of school life.



Co-design your school's program

Leading from the Centre comprises eight modules, which can be delivered individually and in different combinations. ISV staff will work with the Principal to clarify your goals and co-design a program specific to the needs of your leadership team.



Module 1: The Middle Leader

Duration:
3.5 hours (or a full day together with Module 2)

Explore the critical role of Middle Leaders through three different lenses, as a:

- team member
- team leader
- critical link between senior leadership and classroom teachers.



Module 2: Managing Self

Duration:
3.5 hours (or a full day together with Module 1)

- Develop a deeper understanding of self and others – an essential attribute for effective leadership.
- Explore your character strengths and the essentials of psychological safety in the workplace.
- Gain insights to improve communication, conflict handling and decision-making.



Module 3: Building Capacity

Duration: 3.5 hours

- Discover your spheres of influence and how it is exercised through others' perceptions of you as a leader.
- Look at different meeting structures to maximise positive engagement.
- Explore the research behind leadership styles for different situations.
- Build capacity within teams to leverage a diversity of experience and skills.



Module 4: Conversations (Part I)

Duration: 3.5 hours

- Delve into productive conversations and managing responses.
- Unpack the Coaching Conversation Framework
- Practise having difficult conversations through scripts and roleplay with colleagues.



Module 5: Conversations (Part II)

Duration: 3.5 hours

- Explore coaching conversations using the Growth Methodology
- Unpack two expanded frameworks to guide professional and challenging conversations.
- Reflect on the progress made using the coaching conversations framework from Module 4



Module 6: Change

Duration: 3.5 hours

- Discover the elements of change, organisational tools for changing minds and the Rational Change Model.
- Explore your beliefs about change with a specific example you want to initiate.
- Gain a better understanding of different approaches and reactions to change.



Module 7: Culture

Duration:
3.5 hours (or a full day together with Module 8)

- Identify the cultural forces at work (and unpack the hardest things to address) in your school culture.
- Use targeted prompts to determine a realistic view of how your team operates based on current behaviour.
- Learn how to create the culture that your school aspires towards.



Module 8: Reflection & Strategy

Duration:
3.5 hours (or a full day together with Module 7)

- Make the connections between strategic planning, building culture and managing change to help develop an explicit strategy for change.
- Gain peer feedback to inform your future leadership strategies and better understand your school's direction.
- Reflect on what you've learnt and articulate how it will make a difference in your school's context.

Your success is our success

We'll be there with you every step of the way – from the initial co-design of your school's program, to delivery and post-program evaluation.

BEFORE

Initial discussion

The school's desired for change
Why it's important and why now

Gathering perspectives

One-on-one meetings with
participants to inform the
program design

Program design

Connecting the program
to the schools aspirations
and participants' current
knowledge and skills

DURING

Program delivery

Providing eight modules over a
pre-determined schedule

Between modules

Discussion, sharing and
connecting through the
isLearn portal

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Discussion, sharing and
connecting through the
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Evaluating

Are participants learning?
Are they applying their new
knowledge and skills?

ONGOING

Mid-program feedback

Data-based discussion with
Principal/Senior Executive
and participants

Post-program feedback 1

Data-based discussion after
3 months with stakeholders

Post-program feedback 2

Data-based discussion after
6 months with stakeholders

Post-program feedback 3

Data-based discussion after
12 months with stakeholders

Delivery

The program is delivered in-school, during times that best suit your school leadership team. We will also create a blended learning environment to maintain momentum between sessions.

Audience

Principals, middle and senior leaders.

Pricing

Each module costs \$1,500 (ex GST), with the full program of 8 modules costs \$12,000 (ex GST). Prices for each school program are dependent on how many modules you wish to include.

One-on-one coaching for senior leaders is also a valued option that many schools undertake at an additional cost.

More information

Jackie Macreadie
Principal Consultant, ISV
(03) 9825 7271
jackie.macreadie@is.vic.edu.au

is.vic.edu.au/centre