

VASSP'S EMERGING LEADERS

DAY 1: MONDAY MAY 20, 2024

This is a workshop specifically designed for any person who aspires to further their journey into more senior leadership roles, perhaps as Leading Teachers or members of the principal class. It is a full day professional learning activity designed to enable participants to:

1. Better understand the skills and behaviours effective PCOs demonstrate in their work.
2. Reflect on the capabilities required to perform such skills and behaviours, and which of these they wish to enhance.
3. Participate in activities that will enhance their understanding and leadership capabilities in driving school improvement, with a particular focus on effective team leadership and change management.
4. Engage in workshops on issues that most challenge all leaders: leading to influence and impact in your team and across the school, managing negative or resistant behaviours and conducting conversations to do so, and leading a team to optimize impact.
5. Engage both formally and informally with Executive Committee members on various issues, including the development of their career paths, and the support they can receive from VASSP on this journey.

The workshop is from 9 am to 2.30 pm in the VASSP offices in Vale Street North Melbourne.

OUTLINE OF PROGRAM

ONLINE

9 – 9.15 am: WELCOME TO VASSP AND EXPLANATION OF PROGRAM INTENT

Ian and Brooke will welcome you and outline the program intent and its activities

9.15 – 9.30 am: INTRODUCTORY ACTIVITY

Getting to know you activity: pair up with someone you don't know. Carry out a short dialogue in which you outline how you came to your position and what challenges you are anticipating.

Join with another couple and have a similar discussion

9.30 – 11.00 am: HIGHLY EFFECTIVE SCHOOL LEADERS: what behaviours and skills do you see PCOs demonstrating to exemplify their technical, educational, human, symbolic and cultural domains of their work? How do they do this?

*In this session, we will hear from **Brooke Taylor**, who was an LT at Western Port SC when she attended the program in 2019 and is now one of their APs, Brooke will take us through her leadership journey and talk to us about the factors that have helped create her journey into her current position.*

We will provide you with material we use in our coaching programs on highly effective schools and teams, and we will through discussion identify the key skills and behaviours that make for highly effective leadership, as outlined in the AITSL standards for Principals. We will work off the premise that you don't have to wait until you get to know your school before you begin to show your leadership: the way you behave from Day 1 is what counts.

Our topics will include:

- *The Four Pillars of Effective Leadership*

- *The AITSL Leadership Capabilities Framework*
- *Leadership and Management*
- *Behaviours of Highly Effective Leaders*

At the end of the session, we will ask participants to reflect on the skills and behaviours they may wish to enhance, and we will offer them individualized coaching support targeted at these skills and behaviours.

11.00 am: MORNING TEA

11.15 pm – 12.15 pm: LEADING CHANGE

Ian will use material from three change models to enable you to participate in an activity that focuses on a change that you may want to lead or have recently led. Brooke will show how she led a change, and why it was successful.

12.15 pm – LEADERSHIP IN ANOTHER SCHOOL

In this session, we will ask you to identify another school, contact it, and shadow a key leader for the day. The key leader will talk to you about their leadership, and will set you up with other leaders at their school whom they believe role model good leadership.

We will provide a list of schools and leaders whom we think role model good leadership, but we invite you to identify your own.

You will then be asked to take notes and reflect on the following questions:

1. Leaders that I observed, and their key skills and behaviours.
2. What I learned from observing them.
3. What might I want to do to enhance my leadership skills and behaviours?
4. What did I see at the school that might impact at my school?

12.30 pm: REFLECTION AND EXPLANATION OF THE PROGRAM FOR THE REMAINDER OF THE DA

DAY 2: THURSDAY JULY 25

VASSP LEARNING CENTRE (AM), VALE ST. NORTH MELBOURNE

9 AM: WELCOME BACK

9.15: REFLECTIONS:

In your table groups:

What has happened in my leadership since April 26?

How has the workshop on the day influenced any of my actions?

Reflections on my visit to another school:

- Leaders that I observed, and their key skills and behaviours.
- What I learned from observing them.
- What might I want to do to enhance my leadership skills and behaviours?
- What did I see at the school that might impact at my school?

10.30 MORNING TEA

10.45 JOURNEYS THROUGH LEADERSHIP

Two members of the VASSP State Committee will talk to us about their journeys through leadership

Plenary to follow

Reflection session: *What has this session made me think about, and will I take any actions consequently?*

12 NOON: ATTEND VASSP MEETING THAT WILL INCLUDE THE FOLLOWING ONE HOUR ACTIVITY

PANEL OF COMMITTEE MEMBERS

1. What leadership qualities do you want from your leaders that may not be able to be revealed in an application?
2. What would you say to aspiring young leaders who tell you that they see how hard you work and how pressured you are from so many people and groups and that dissuades them from wanting to be a PCO?
3. What advice would you give to newly appointed LTs or PCOs to help get them off on the right foot?
4. What would you want new LTs and PCOs to achieve by the end of their first semester in the job?
5. What advice would you want to give to new PCOs and aspiring PCOs re their management of their daily works flow?

Reflection session: *What has this session made me think about, and will I take any actions consequently?*

6PM: DRINKS AND DINNER