School Leaders in the Making Program

2013 Program Outline

http://making.cslld.edu.au
Overview

The *School Leaders in the Making Program* is designed to enhance leadership capacity of those aspiring to principal roles. The Program builds participants' skills and knowledge of current innovations and trends to lead effective schools and improve student learning outcomes within their own schools. The Program also provides opportunities for networking and mentoring.

Applications are invited from teaching principals, senior teachers, specialist teachers and assistant principals, as well as successful participants of the *Indigenous/Preparation for School Leadership Programs* who aspire to move into principal positions.

The Program is completed over seven months consisting of 160 hours including four face-to-face modules of intensive study, plus approximately three hours self-directed study per week. There are three projects to complete in this Program, including an action research project. The *School Leaders in the Making Program* is informed by the *Australian Professional Standard for Principals*. As such, participants should familiarise themselves with the standards before attending the Program. Successful completion of this Program can be used as credit towards a Master of Education through Charles Darwin University.

For more information about how to apply for the *School Leaders in the Making Program* please refer to our [website](http://making.cslld.edu.au).

Objectives

On completion of the *School Leaders in the Making Program* participants will have:

- Gained knowledge and understanding about both the theory and practice of leading and managing school improvements;
- Built the capacity to foster and sustain a range of productive professional relationships and partnerships for school improvement;
- Improved personal attributes that enable professional influence of others to improve practice;
- Gained knowledge of educational leadership through shaping curriculum, pedagogy and assessment, focused on achievement and improved learning at the team and school levels;
- Gained strategic thinking and planning skills to lead improvement innovation and change;
- Gained research skills to support critical inquiry in educational settings; and
- Developed broader cultural awareness and competencies.
Topics

The content of the School Leaders in the Making Program is delivered through four face-to-face modules as outlined below. Each of these modules is based on the Australian Professional Standard for Principals.

Module One - Developing Self and Others and Educational Inquiry

- Australian Professional Standard for Principals
- Creating High Performing Schools
- Emotional Intelligence
- Stepping up to Leadership
- Strategic leadership
- Distributed Leadership
- Resilience: A strength Based approach to building Leadership Capacity
- Cultural Competence skills and training
- Action Research
- Reflective Practice, E-journaling and Hub Groups
- Intersession debrief

Module Two - Leading Teaching and Learning

- Emotional Intelligence
- The Standard - Sustainability in School Leadership
- Research review - Teaching and Learning
- Brain research - Teaching and Learning focus
- Leading Change - Making it happen in the School
- Developing the Capabilities of Others
- Giving Feedback
- Reflective Practice, E-journaling and Hub Groups
- Action Research and Research Projects
- Intersession debrief

Module Three - Leading Improvement Innovation and Change

- Program Overview
- Creating a Vision
- Leading Improvement Innovation and Change
- Strategic Leadership
- Personal Sustainability
- Bringing it all Together
- Picture Me - The Leaders
- Reflective Practice, E-journaling and Hub Groups
- Action Research Projects and presentations
- Intersession debrief
Module Four - Presentation of Research Results and Learning Outcomes

- Reflections on Learning
- Action Research Project Presentation

Participants also engage in an online learning platform. This contains the Program content, resources for face-to-face modules, online discussion forums, videos and presentations. The online content is utilised so that participants can:

- Engage in and follow-up on content from the face-to-face modules;
- Engage in readings from selected content areas;
- Engage with each other and Program facilitators;
- Receive administrative communication regarding course requirements;
- Gain access to a shared repository for resource materials; and
- Gain assistance with the development of a personal reflective journal.
Assessment

Learning in this Program is located in participants' professional experience and professional practice. It requires a significant amount of self-guided learning. The Program is based on a core set of readings provided as guidance and as an introduction to the various topics. In the process of integrated learning through online and face to face modes, participants are expected to communicate their thinking and ideas to others in the Program, and to their Program Manager.

Participants take leadership in their own learning. They are expected to engage in significant critical reflection of their own actions and learning.

The outcomes of this Program should enable participants to develop broader understandings of the issues in contemporary teaching and learning and how to address these. It is expected that participants will strengthen their leadership capacity and skills through undertaking this Program.

To successfully complete the School Leaders in the Making Program, participants are required to submit the following projects:

Review of personal leadership preferences

Conduct a review of leadership styles. This review must take into consideration personal leadership preferences and how these could be used to professionally influence others to improve performance.

Reflective Journal

Maintain a reflective journal, including an e-journaling component linking learning in the Program with leadership theory, personal actions, results, feedback and links to readings.

Action Research

Prepare a Change Challenge Action Research Project proposal including research topic, context, plan and methodology.

Implement the Change Challenge Action Research Project, and present results linked with a personal learning report from this Program.

Prepare a report detailing results and recommendations of the Change Challenge Action Research Project.

Master of Education Accreditation

Successful completion of the School Leaders in the Making Program can provide up to 20 credit points towards a Master of Education through Charles Darwin University. The assessment requirements for the Master of Education accreditation are aligned to the basic requirements for all participants. However, there is an expectation that those wishing to be professionally assessed towards a Master of Education will have to produce work of a standard befitting a postgraduate student. For further information about how to enrol in a Master of Education at Charles Darwin University please contact the School of Education on +61 (08) 8946 6101.
**Time Commitment**

The *School Leaders in the Making Program* involves 160 hours of work over seven months and includes ten days face-to-face professional learning over four modules. Over the seven months of the Program, participants’ time is expected to be spent as follows:

<table>
<thead>
<tr>
<th>Activity Description</th>
<th>Time</th>
<th>Total</th>
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<tbody>
<tr>
<td>Attendance at face to face sessions including oral presentations</td>
<td>10 days x 6.5 hours</td>
<td>65 hours</td>
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<tr>
<td>Participation in the Hub groups and Coaching conversations</td>
<td>13 days x 1 hours</td>
<td>13 hours</td>
</tr>
<tr>
<td>Reflective Journal</td>
<td>20 weeks x 0.5 hours</td>
<td>10 hours</td>
</tr>
<tr>
<td>In-school Change Challenge Action Research Project</td>
<td>24 weeks x 3 hours</td>
<td>72 hours</td>
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<tr>
<td><strong>Total expected time commitment</strong></td>
<td></td>
<td><strong>160 hours</strong></td>
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Participants of the *School Leaders in the Making Program* are required to:

1. Attend all Program modules and presentation days.
2. Design and undertake a Change Challenge Action Research Project in a current school context based. The report of the Project is to outline the participant’s leadership role, and the outcomes that made a difference to students’ learning outcomes.
3. Participate as a member of a Hub Learning group and with assigned coach in both face to face modules and online forums.
4. Maintain a reflective journal including e-journaling component.
5. Share knowledge and support the learning of others.
6. Give a presentation related to personal learning and project impact.
Dates

Key dates for the School Leaders in the Making Program in 2013 are as follows:

<table>
<thead>
<tr>
<th>Module One</th>
<th>Monday 22 - Wednesday 24 April 2013</th>
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<tbody>
<tr>
<td>Module Two</td>
<td>Monday 24 - Tuesday 25 June 2013 (semester break)</td>
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<tr>
<td>Module Three</td>
<td>Monday 9 - Wednesday 11 September 2013</td>
</tr>
<tr>
<td>Module Four</td>
<td>Monday 21 - Tuesday 22 October 2013</td>
</tr>
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</table>

These dates are correct, however some changes in dates may occur. This page will be updated as required and participants will be notified.

Online forums and networking sessions will be in addition to these dates and will be negotiated with each group.

Other optional events may be included in this Program but will be advertised with appropriate lead in times.

Participants enrolled in the Program will be issued with a record of attendance. This may be utilised for recognition of professional learning hours for Teacher Registration in the Northern Territory.

Resources

To assist participants in their research the Centre for School Leadership, Learning and Development LibGuide is available online. The online guide contains basic information on referencing and research, as well as links to open access journals and academic search tools. There are no required textbooks for the School Leaders in the Making Program, however it is recommended that before or during the first module, participants read the literature regarding leadership and student outcomes contained in:

Essential Readings


Spillane, James P; Distributed leadership: What's all the hoopla?.


Suggested Readings


Other Readings
Resources from participants and facilitators will be placed on the *Schools Leaders in the Making Program* website, such as videos and information from seminars, with permission.

Participants are encouraged to frequent the following websites to enhance their professional reading:

Australian Council for Educational Research Institute research
Australian Institute for Teaching and School Leadership (AITSL) research
Australian Institute for Teaching and School Leadership (AITSL) papers