WELCOME TO THE 2016 LEADERSHIP PROGRAM

Over the past two years the AISSA has been working intensively with Principals on school improvement, the ultimate goal being to improve outcomes for students. Our work has enabled us to engage with the latest thinking and research and also to work alongside our schools as they are challenged and excited by doing things better.

This work has led us to develop an AISSA High Impact School Improvement Tool which will be launched on Wednesday 16 March. The tool has been designed to support leaders in undertaking targeted, explicit and effective school improvement processes which make a difference to student learning.

Each component of the tool will be explored in detail in a series of nine workshops throughout the year (See page 1). Each component represents a possible entry point for a well-planned and explicit school improvement journey that will positively influence student achievement.

One element of the tool is High Impact Futures Schooling. Leaders in our sector are excited by the challenge of education in a 21st Century First World Economy. There is some urgency to develop clarity about the types of skills, dispositions and habits that will enable our students to be successful both now and in the future. This might mean a greater emphasis on the authentic application of skills and capabilities such as entrepreneurship, collaborative problem solving, critical thinking, globally connected and personalised learning.

I am delighted that 2016 will bring two exciting opportunities for school leaders to work alongside world renowned experts, Dr Yong Zhao and Professor Ron Ritchhart to take on these challenges. Dr Zhao is an international scholar, author, and speaker whose work focuses on the implications of globalization on education. He currently serves as the Presidential Chair and Director of the Institute for Global and Online Education in the College of Education, University of Oregon.

Professor Ron Ritchhart is extremely well known to many of our schools. His work focuses on thinking in the classroom; indeed Ritchhart believes this is the path to transforming schools and preparing students for the future. He is currently Principle Investigator for The Culture of Thinking Project, Project Zero, Harvard Graduate School of Education and author of Making Thinking Visible and Creating Cultures of Thinking.

AISSA Principals have the opportunity to undertake a long term project with these world renowned thinkers to engage in deep and transformative work. Embedding work of this nature requires long term commitment and determination. Therefore the expectation is that participants in these programs will be committed, as far as possible, to a 3 year journey with these experts.

In addition, the 2016 leadership series also comprises workshop programs for recently appointed leaders (see page 4) and a legal series (see page 7) which addresses some of the legislative requirements and legal challenges facing schools. For those Principals interested in developing as leaders of learning with a focus on either literacy or numeracy I would recommend the two day workshop program outlined on page 8.

I would encourage you to access a range of workshops and to remember the AISSA consultants are available to assist you and your leadership team to implement and sustain this work in your school. We are very aware of the contextual nature of effective professional learning and this way of working recognises that the best place for authentic learning is usually the classroom and school.

I commend the programs to you and look forward to your participation.

Carolyn Grantskalns
Chief Executive
Association of Independent Schools of South Australia
HIGH IMPACT SCHOOL IMPROVEMENT

This workshop series will provide school leaders with an understanding of the essentials for school improvement. The AISSA will be launching a school improvement tool which has been designed to support leaders in undertaking targeted, explicit and impactful school improvement processes. The workshop series addresses each component of the tool and will enable Principals to undertake improvement processes that make a difference to student learning.

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<th>Date, Time and Venue</th>
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<td>Planning for School Improvement:</td>
<td>Carolyn Grantskalns</td>
<td>Wednesday 16 March 4.00pm to 5.30pm</td>
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<td>Launch of the AISSA School Improvement Tool</td>
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<td>High Impact Leadership</td>
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<td>High Impact Data</td>
<td>Katherine Zollo</td>
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<td>Julie Tarzia</td>
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<td>High Impact Teaching</td>
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<td>High Impact Collaboration</td>
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<td>High Impact Community Partnerships</td>
<td>Lynda Secombe</td>
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<td>High Impact Future Schooling</td>
<td>Aleida Mabarrack</td>
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<td>High Impact Student Agency</td>
<td>Carolyn Grantskalns</td>
<td>Wednesday 16 November 4.00pm to 5.30pm</td>
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**Cost:** No cost to participants
SCHOOLING FOR FIRST WORLD ECONOMIES: THE RUDOLPH GROUP

Yong Zhao visited AISSA in 2015 to discuss his ideas for the potential for changing education to better equip students to lead successful lives in first world economies. His work focuses on shifting the paradigm in education from an employment oriented approach to an entrepreneurship oriented approach. This includes personalising education, exploring the creation of ‘works that matter’ and developing globally connected learning environments.

Dr Zhao will work with a small group of Principals interested in pursuing the implementation of his ideas through 2016 and beyond.

The group will be called the “Rudolph Group” in reference to Rudolph the red nosed reindeer whose story Yong evokes to describe where education finds itself. Rudolph’s red nose was the source of great ridicule but, one foggy Christmas night, it became essential to the success of a critical mission. Yong believes that schools must help children to find what is uniquely theirs to do in the world and schools must therefore look very differently at the education they provide if they are to guide students towards their individual successful future.

The group is open to Principals only and the expectation is that members will be committed, as far as possible, to the 3 year journey.

Presenter:
Dr Zhao is an international scholar, author, and speaker. He currently serves as the Presidential Chair and Director of the Institute for Global and Online Education in the College of Education, University of Oregon, where he is also a Professor in the Department of Educational Measurement, Policy, and Leadership.

Dates:
Thursday 26 and Friday 27 May
Monday 8 and Tuesday 9 August

Time:
9am - 3.30pm

4 skype sessions throughout 2016 to discuss progress, issues and insights dates TBC.

Venue:
AISSA Meeting Room, 277 Unley Road Malvern

Cost:
$400 (GST inclusive) per participant for the 2016 workshop series (inclusive of skype sessions)
CREATING CULTURES OF THINKING

The 8 Forces We must Master to Truly Transform our Schools
This is an outstanding opportunity to work with Ron Ritchhart, Principle Investigator for The Culture of Thinking Project, Project Zero, Harvard Graduate School of Education and author of Making Thinking Visible and Creating Cultures of Thinking.

This exciting program will provide an opportunity for school teams to work with Ron Ritchhart to create a powerful culture of thinking in their school. Ritchhart believes that to truly transform education there must be a relentless focus on thinking in the classroom and building a school culture that promotes learning. Indeed, he would argue that creating a culture of thinking is more important to learning than any curriculum.

The expectation is that participants will be committed, as far as possible, to a 3 year journey that will aim to embed a culture of thinking that is contextually appropriate to their school setting.

Participation in the project will assume Principals agree to:

- Design and implement a cultures of thinking project in their school
- Ensure the team, including the Principal, attends the three workshop days throughout 2016 Monday 29 February, Wednesday 27 July & Monday November 14 - 9am - 3.30pm
- Share progress in workshop settings
- Work in an ongoing way with their AISSA Senior Educational Consultant
- Read and become familiar with Creating Cultures of Thinking

Presenter:
Ron Ritchhart has been a researcher at Project Zero, Harvard Graduate School of Education since 1994. His research focuses on understanding how to develop and sustain thoughtful learning environments for both students and teachers. His interest in “cultures of thinking” has led him to conduct research in such areas as intellectual character, mindfulness, thinking dispositions, teaching for understanding, creativity in teaching, and the development of communities.

Dates:
Monday 29 February
Wednesday 27 July
Monday November 14

Time:
9am - 3.30pm (all sessions)

Venue:
AISSA Meeting Room, 277 Unley Road Malvern

Cost:
$400 (GST inclusive) per participant for the 2016 workshop series
RECENTLY APPOINTED LEADERS

These workshops will support recently appointed Principals as they become established in their role. If desired, there will be an opportunity to connect with an experienced former Principal to expand networks and to act as a critical friend to gain further insight into the skills and knowledge required of today’s leaders. It is strongly recommended that recently appointed Principals also attend the sessions on High Impact School Improvement (see page 1) and the Legal Series Workshops (see page 7).

THE INDEPENDENT SCHOOL PRINCIPAL – THE ROLE AND EXPECTATIONS

This workshop will assist recently appointed leaders to develop an appreciation of the role and better understand the uniqueness of the sector. It will focus on practical strategies for getting started and key actions for the new Principal in the first instance.

Presenters:
Cheryl Bauer, Principal, St John’s Grammar School
Christopher Prance, Principal, St Peter’s Woodlands School
Carolyn Grantskalns, Chief Executive, AISSA

Date:
Friday 11 March

Time:
1.00pm to 4.00pm

Venue:
AISSA Boardroom, 301 Unley Road Malvern

Cost:
No cost to participants

LEADING IN A LEGISLATIVE FRAMEWORK: REGULATORY REQUIREMENTS

All schools operate within particular regulatory requirements. This workshop will focus on what new Principals need to know in the first instance relating to:

- School Registration Requirements
- State Government Funding Deed Requirements
- Federal Education Legislation
- Department of Education Arrangements
- Teacher Registration Requirements

Presenters:
Carolyn Grantskalns, Chief Executive, AISSA
Roger Anderson, Deputy Chief Executive, AISSA
Bronwyn Donaghey, Senior Policy Adviser, AISSA

Date:
Wednesday 23 March

Time:
4pm to 5.30pm
**Venue:**
AISSA Boardroom, 301 Unley Road Malvern

**Cost:**
No cost to participants

**BUILDING & MAINTAINING A POSITIVE RELATIONSHIP WITH YOUR BOARD**
Critical to the success of the new Principal is the relationship with the Board. This session will be led by a Principal panel which will focus on “managing up”, establishing sound working relationships with the Board, reporting to the Board and celebrating gains.

**Presenters:**
Carolyn Grantskalns, Chief Executive, AISSA Principals Panel

**Date:**
Monday 23 May

**Time:**
4pm to 5.30pm

**Venue:**
AISSA Boardroom, 301 Unley Road Malvern

**Cost:**
No cost to participants

**IMPROVING AND MANAGING STAFF PERFORMANCE**
Participants may wish to attend both workshops which run sequentially. Separate registration is required for each workshop.

**Building a Quality Team:**
This workshop will explore ways to build a strong staff team, with a focus on quality teaching and high performance. To do this requires a strong collegial culture of mutual trust in which high expectations, continuous improvement, collaboration, rigour and innovation are supported and all teachers and leaders share the responsibility of improving practice.

**Presenter:**
Mary Pickett, Senior Education Consultant, AISSA

**Date:**
Tuesday 21 June

**Time:**
1.00pm to 2.30pm

**Venue:**
AISSA Boardroom, 301 Unley Road Malvern
Managing Underperformance:
There may be occasions when Principals have no option but to instigate formal processes for managing underperformance. This workshop will provide Principals with an awareness of the processes and practices that meet legislative requirements and the potential traps associated with these situations. Effective management and an understanding of the issues may mean the difference between an effective resolution and costly litigation. Understanding the processes can also reduce the stress of such staff issues for those addressing them. This workshop will provide an opportunity for discussion and will highlight the factors most likely to achieve an appropriate outcome in a way that minimises risks.

Presenter:
Sonia Albertini, Senior Legal Consultant, AISSA
Elizabeth Sexton, Human Resources Consultant, AISSA

Date
Tuesday 21 June

Time:
3.00pm to 4.30pm

Venue:
AISSA Boardroom, 301 Unley Road Malvern

Cost:
No cost to participants

FINANCIAL MANAGEMENT IN AN INDEPENDENT SCHOOL
Presented by John Somerset, CEO of Somerset Education, this workshop will focus on effective financial management for schools. This will include information on what a Principal needs to know, what to look out for, performance indicators and understanding budgets.

Presenter/s:
John Somerset, CEO, Somerset Education.

Date:
Friday 19 August

Time:
9.00am to 3.30pm

Venue:
AISSA Boardroom, 301 Unley Road Malvern

Cost:
$200 (GST Inclusive)
THE LEGAL SERIES

Principals are facing an increasing range of legal issues many of which can be managed or prevented with clear and proactive processes and protocols. This series of five workshops will provide the opportunity for Principals to consider the range of legal issues impacting schools and to understand the law and how it is likely to apply in these situations. These workshops will utilise scenarios, group problem solving and discussions.

Workshop | Presenter/s: | Date, Time and Venue
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Consultation in the workplace: Key Obligations for Organisational Change | Sonia Albertini, Senior Legal Consultant, AISSA
Elizabeth Sexton, Human Resources Consultant, AISSA | Tuesday 15 March
4.00pm to 5.30pm
AISSA Boardroom,
301 Unley Road Malvern

A Guide to Conducting Investigations | Sonia Albertini, Senior Legal Consultant, AISSA
Elizabeth Sexton, Human Resources Consultant, AISSA | Wednesday 15 June
4.00pm to 5.30pm
AISSA Boardroom,
301 Unley Road Malvern

Family Law | Sonia Albertini, Senior Legal Consultant, AISSA | Thursday 11 August
4.00pm to 5.30pm
AISSA Boardroom,
301 Unley Road Malvern

Adverse Action: What Principals are prohibited from doing under the Fair Work Act | Sonia Albertini, Senior Legal Consultant, AISSA
Elizabeth Sexton, Human Resources Consultant, AISSA | Tuesday 13 September
4.00pm to 5.30pm
AISSA Boardroom,
301 Unley Road Malvern

Cost: No cost to participants
PRINCIPALS AS LEADERS OF LEARNING – LITERACY / NUMERACY

This new program will support Primary Principals and Heads of Junior Schools to be leaders of learning in their school community, focusing on leading either literacy learning or numeracy learning.

This program will commence with a two-day leading learning workshop, examining:

- principles of leading learning
- school data that informs priorities
- establishing culture, systems and structures in your school
- developing a personal leading learning action plan

A practitioner inquiry approach will shape each individual’s leading learning goals developed for actioning.

All subsequent activity will take place at the leader’s school and will incorporate:

- monthly coaching conversations by the program facilitators who are all accredited coaches
- associated school-based staff professional learning in literacy / numeracy as required

Presenter/s:
Lynda Secombe, Senior Education Consultant, AISSA
Desiree Gilbert, Educational Consultant, AISSA
Rosemary Kadow, Educational Consultant, AISSA

Dates:
Thursday 3 March and Friday 4 March

Time:
9.00am to 3.30pm

Venue:
AISSA Boardroom, 301 Unley Road Malvern

Cost:
$150 (GST Inclusive)