# 2019 SENIOR LEADERS: Catholic Education Office Leadership Development Series

**Thriving people, capable learners, leaders for the world God desires**

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The Senior Leaders Series provides contemporary professional learning in leadership in the Catholic context, for staff in senior leadership positions within the Catholic Education Office.

The Senior Leaders Series is designed for personnel who hold positions of leadership within the Catholic Education Office and who have specific leadership and team responsibilities. Participants will engage in issues that are core to leadership and reflect our unique workplace context. The Series is designed to build capacity in leadership and depth, participants knowledge, understanding and skills required for application in their current leadership position. It is acknowledged that participants will enter the Series with diverse experiences and expertise and the Series is designed to provide flexible approaches to learning entry points and outcomes.

The Series aims to awaken curiosity for leadership, creativity and wonder and invites the learner into new and ethical ways of being, relating, understanding and acting by promoting:

- Catholic Identity and Practice as care aspects of leadership work
- Strong focus on the organisational mission and strategic intention
- Theological and biblical mindfulness/attentiveness
- The leader’s prime responsibilities in leading others
- The leader’s role in ensuring ethical & sustainable practices
- The importance of emotional intelligence
- The leader’s role in providing a safe and effective working environment
- The leader’s role in developing a shared vision, implementation plan and evaluation process for effective improvement
- The leader’s role in embracing and building a culture of high expectations
- The development of strong leadership

The Series will also provide opportunities to:

- Reflect upon Catholic biblical and theological tradition
- Engage in critically reflective and dialogical processes
- Actively engage in leadership development that assists participants to come to know and understand themselves as leaders
- Actively engage in leadership development with other experienced leaders.

**Location:** CEO Room 6

**Facilitator:** Susan Young

**Directors Address:** Dr Neil McGoran

**Key Foci:** Leading highly effective teams ‘How do I know?’

During this session we will explore how the key concepts of Identity, Capability and Agency can assist us to build highly effective teams. We will examine how team leaders work in the everyday to build positive cultures where people can thrive.

We will focus on how team responsibility and accountability is recorded and measured and how feedback for professional growth can enable a culture of shared practice and continual learning.

**Concepts:**

1. **Identity**
   - Knowing me – knowing you – knowing us
2. **Capability**
   - Knowing our gifts
   - Meeting deliverables
   - Knowing our impact
3. **Agency**
   - Continual learners
   - Appraisal and feedback for growth

**Director’s Address:**

During this session Dr Neil McGoran will connect with the themes emerging from the CESA event.

PLEASE CHOOSE ONE MODULE:

**Module 1:** (ALL) Leading in the Catholic context (RE Team)

Team leadership in our current context can raise questions about Catholic Culture and Identity. What does this mean for us and for you as a team leader? This session will be a practical opportunity to explore these issues together, with a focus on our Catholic Mission, the reality of people’s lives and Spiritual Formation.

**Module 2:** (EXPERIENCED LEADERS) Managing difficult conversations (Sue KB)

Using the framework from Susan Scott's book 'Fierce Conversations, participants will be invited to bring a real life difficult conversation they wish to frame. This will be a practical, hands-on session.

**Module 3:** (FOR THOSE NEW TO LEADERSHIP) Leadership Foundations (session #2)

- Leading self and others - Keisey Temperament scale and APHs (Phil/Mark)

Participants in this session will undertake the Keisey Temperament scale, which is an online assessment for leaders that will generate a report specifically designed for a workplace environment. It provides content on one’s personality type, leadership style, strengths/weaknesses, and advice on interacting with others in the workplace environment.

**Module 4:** (NEW LEADERS) Leadership Foundations (session #2)

- Coaching conversations

Using the frame from Cognitive Coaching methodology, each participant will be teamed with an experienced coach to plan, problem-solve or reflect on a real life leadership issue. This session will support leaders to undertake this work within their teams.

**Module 5:** (EXPERIENCED LEADERS) Appreciative Appraisals: Professional feedback (Sue Y/Michael)

During this session, participants will examine how to provide an appreciative approach to appraisals and to practice positive, professional and growth feedback to staff.

**Module 6:** (Friday 14 June 2019) High Reliability Schools level 1 (PLC @ work) Solution Tree Australia

Venue: CEO Room 6 at 9am – 4pm (equivalent to 2 modules)

Gavin Grift from Solution Tree will lead a workshop day focussing on school reform, based on A Handbook for High Reliability Schools. The aim of the workshop is to help participants transform schools into organisations that take proactive steps to prevent failure and ensure student success. Using a research-based five-level hierarchy along with leading and lagging indicators, participants learn to assess, monitor, and confirm the effectiveness of schools.

‘The PLC at Work’ process is increasingly recognised as the most powerful strategy for sustained, substantive school improvement. When a school or district functions as a PLC, educators within the organization embrace high levels of learning for all students as both the reason the organization exists and the fundamental responsibility of those who work within it.”

Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas W. Many, and Mike Mattos

**Module 7:** (ALL) Leading in the Catholic context (RE Team) (Repeated)

**Module 8:** (ALL) Managing difficult conversations (Sue KB) (Repeated)

**Module 9:** (Friday 20 September 2019) PLC Communities @ Work Solution Tree Australia

Venue: CEO Room 7 & 8 at 9am – 4pm (equivalent to 2 modules)

Developing a collaborative PLC culture is the foundation for creating high-performing schools. Begin the next phase of your improvement journey by closing the knowing-doing gap and building a true professional learning community that ensures the success of every student. Gavin Grift from Solution Tree will facilitate a workshop day to enable participants to learn practical strategies for implementing and sustaining the PLC at Work process.

Participants will gain an understanding of the PLC at Work process, including the three big ideas of a PLC: focus on student learning, focus on collaboration, and focus on results—and learn how to customise it to meet their contextual needs. Participants will:

- Understand the benefits of PLCs and how to implement them in a school or district.
- Develop and maintain a healthy collaborative culture.
- Answer and utilise the four critical questions every PLC must address.