



# NSW School Leadership – Issue 01

## Investing in our future and current leaders

### Investing in future and current school leaders

“School leadership is second only to classroom teaching as an influence on pupil learning.” (Leithwood et al 2006) This claim is supported by a growing body of evidence around the world that shows that investing in leadership at all phases of a school leader’s career will make a substantial difference to the quality of teaching and therefore the quality of student learning.

In the McKinsey & Company review, Barber et al (2010) concluded that “leaders are grown through experience and support; actively cultivating them can increase the leadership capacity of the system.”

### The School Leadership Institute

As part of the School Leadership Strategy (2017), we have established the School Leadership Institute, responsible for ensuring ongoing investment in current and future school leaders at key points in their career. It will offer world-class, innovative, evidence-informed, future-focused leadership programs so that our school leaders can focus on the learning of both teachers and students in their schools. Systemically focusing on effective school leadership enables the greatest impact on our teachers and ultimately the learning of students. [education.nsw.gov.au/media/schools-operation/School-Leadership-Strategy-2017.pdf](http://education.nsw.gov.au/media/schools-operation/School-Leadership-Strategy-2017.pdf)

### School Leadership Advisory Board

The Advisory Board provides independent expert advice to guide the activities of the School Leadership Institute. The department has engaged Emeritus Professor of Education Bill Louden from the University of Western Australia to chair the Board. Ann McIntyre and Dr Simon Breakspear have joined the Board as international experts in leadership development, in addition to representatives from stakeholder groups, who will provide valuable insights regarding the needs of school leaders.

### Aspirational principal course

The flagship program, commencing in Term 3, 2018, will target aspirational principals and will be funded by the department. It is anticipated that it will be a 12 month program designed to build the knowledge, skills and capacity that leaders need to ensure continuous school improvement within the values and policy architecture of the NSW public education system. The program will:

- be evidence informed, co-designed and co-delivered
- enable the building of system leadership and capacity within regions and networks
- engage in partnership with excellent practitioners, international experts and key professional partnerships.

# NSW School Leadership – Issue 01 (cont'd)

## Investing in our future and current leaders

### This exciting new program will include design elements that ensure it:

1. is informed by research into best practice in leadership development and the Australian Standard for Principals
2. is informed by research that identifies what teachers and school leaders do to have the greatest impact on student learning
3. enables a strong alignment between teacher and leader learning
4. is inquiry-based, future-focussed and evidence informed
5. enables collaborative practices between participants, including face-to-face masterclasses
6. enables participants to develop a pathway towards cultural competence
7. builds resilience and includes tools to support principal wellbeing
8. includes mentoring by experienced school leaders throughout the program
9. enables growth of professional learning communities
10. has an evaluative process for program participants.

### Admission into the program

A rigorous selection process to identify participants for the program will commence in Term 2, 2018.

Approximately 50 places will be offered for the first cohort. A second cohort will undertake the course beginning Term 1, 2019.

Interested applicants will be required to provide a written response to criteria, in addition to further appraisal. Applicants will also be asked to supply the names of two referees (including their Principal/Supervisor) who will be asked to attest to their leadership capacity and readiness to participate in this program. The application must also be endorsed by their Director, Educational Leadership.

A panel convened by the Director, School Leadership Institute will make the final recommendations on the selection of applicants.

### Advisory Board Members

- Emeritus Professor Bill Loudon, Chair and University of Western Australia
- Ann McIntyre, international expert in leadership development
- Dr Simon Breakspear, international expert in leadership development
- Chris Presland, President, Secondary Principals' Council
- Graeme Ross, Deputy President, Primary Principals' Association
- Maurie Mulheron, President, NSW Teachers Federation
- Chantelle Phair, President, NSW Secondary Deputy Principals Association
- Michael Duffy, Primary Deputy Principal, Lidcombe Public School
- Kristine Beeby, Primary Assistant Principal, Werrington County Public School
- Cindy Berwick, President, NSW Aboriginal Education Consultative Group
- Murat Dizdar, Deputy Secretary School Operations and Performance, Department of Education
- Joanne Jarvis, A/Director, School Leadership Institute.

### Next steps...

1. Begin the selection process for the first cohort of aspiring principals.
2. Co-design a world class aspiring leaders program.

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