Teacher and Leader Professional Learning Modules

Passion Wisdom Relationships Dedication (PWRD) - Leadership

PWRD Leadership - Teacher and Leader Professional Learning Overview

Knowing your Purpose, Values and Vision
Effective leadership starts from within leaders know themselves well (personality, beliefs, values) and the ways these help or hinder them in their leadership. They are driven by a moral purpose, and they act with integrity, they are also transparent about their moral purpose and beliefs.
Great leaders know what they value. The best leaders exhibit both their core values and their ethics in their leadership style and actions. Their leadership ethics and values are visible because they live them in their actions every single day.
A visionary leader is an individual who sees the potential for how the world should exist and then takes steps to get there. They can see beyond the ambiguity and challenges of today to an empowering picture of tomorrow and in so doing, inspire their organisation to rally around a shared vision.

"Leadership is the capacity to influence others through inspiration, motivated by passion, generated by vision, produced by a conviction, ignited by a purpose."
Myles Munroe

Leading Learning and Pedagogy
Leaders who build and implement effective structures, processes and systems so they can lead the learning, achieve great outcomes. They lead through a data driven instruction approach (collaboration, trust and effective pedagogy), while building effective culture (student and adult), they implement effective observation and feedback while developing high performing teams throughout the organisation.
Evidence-based leadership refers to the processes and practices of using 'best evidence' and 'hard facts' about the current situation; what tends to work, what doesn't, and includes how to make evidence-based decisions. It includes the use of multiple sources of data to monitor measure and analyse performance, evaluate impact, and refine professional judgement and decision-making.

"The skills and knowledge that matter in leadership are those that can be connected to, or lead directly to, the improvement of instruction and student performance."
Richard F Elmore

Leading Teams
The role of leadership is to develop collective efficacy to motivate and sustain the creation of a self-improving organisation. High performing teams based on trust, conflict, clarity, accountability and results are integral to improving outcomes for all. A high performing team is a group of people who share a common vision, goal, metrics and who collaborate, challenge and hold each other accountable to achieve outstanding results.

"A high performing team is a group of people with complimentary skills who are mutually dependent on one another to achieve a common goal for which they hold themselves accountable."
J. Katsenbach & D. Smith

Leading Change

One of the main responsibilities of leadership is creating change when required through a systematic process of collective inquiry that leads to improvement and innovation. The most effective leaders create successful change frameworks and structures in the organisation. They can influence and enthuse others through personal advocacy, vision and drive. They also provide the resources to build a solid platform for change.

"The seed of disruption and new thinking occurs with difference of opinion, shared insights and skills."
Garner, 2015

Developing a High Preforming Culture

Climate and culture have a profound impact on staff and student performance. Climate equals morale, while Culture, on the other hand, is what people to do. Effective leaders create an environment that is built on collegiality, high expectations, trust, support, effective decision making, open communication, caring, celebration, appreciation and recognition.

"We have argued that an academically effective school is distinguished by its culture: a structure, process and climate or values and norms that channel staff and students in the direction of successful teaching and learning."
Saphier and King

Developing Feedback Systems

Today's world demands that leaders have the ability to assist their staff to adapt to the constant changes in curriculum, pedagogy, technology and other workplace practices. Feedback helps people get on track and serves as a guide to assist people to know how they and others perceive their performance. It has strong links to employee satisfaction, building capability and improving outcomes.

"Feedback is the breakfast of Champions."
Ken Blanchard

Conversations for Growth

Professional conversations are crucial to school improvement. Leaders who have a deep understanding of how to have effective conversations for growth are some of highest performing. We learn socially, we learn from one another through listening and collaborating. Leaders need to be able to communicate effectively to build capability, ensure goals are achieved and develop learning through reflective conversations.

"Professional conversations are crucial; we learn socially from each other... conversations are like the oil that seeps through everything we do... they are the way we communicate and learn from one another and they are absolutely essential to the development of adaptive expertise."
Prof. Helen Timperley

Coaching and Mentorship

Coaching and Mentoring are a one-to-one partnership designed to bring about more effective, healthier organisations. As people apply their newfound skills and techniques the organisation improves, and people build their capability in a supportive environment. In schools a variety of coaching models along with constructive mentoring enable leaders to offer support based on contextual needs.

"Coaching is a learning relationship that unlocks people's potential to maximise their own performance."
Gallwey

Emotional Intelligence and Resilience

Emotional intelligence or EI is the ability to understand and manage your own emotions, and those of the people around you. For leaders, having emotional intelligence is essential for success. Emotional intelligence may very well be the line in the sand that separates a "boss" from a true leader. Through emotional intelligence, leaders are able to inspire confidence and motivate others to follow in their footsteps. And, just like any other skill, it can be learned."

A resilient leader is a person who sees failures as temporary setbacks they can recover from quickly. They maintain a positive attitude and a strong sense of opportunity during periods of turbulence. When faced with ambiguity, a resilient leader finds a way to move forward and avoids getting stuck.

"Effective leaders have good listening and emotional awareness – they understand the impact that their behaviour has on others."
Kennedy & McGarthy