

PROJECT:**BUILDING LEADERSHIP
CAPABILITY
HIGH SCHOOL****CONTEXT**

This high school, located in a low socio-economic area, had experienced what can only be described as an extremely high turnover of leaders with 8 different Principals in 5 years. The impact on the school had been significant; stalled progress, a culture of compliance at best, a lack of engagement by staff and low morale. A new Principal saw an opportunity to align an improvement agenda with building the capability within the leadership team. With a wide diversity in tenure at the school, on-the-job experience and age, our work with the leadership team members guided each to identify their skills and strengths and position them to contribute in a purposeful and targeted way to the improvement of the school.

PROCESS

1. Members of leadership team completed LEADQ360 to assess underlying perceptions of leaders, individual strengths, blindspots and how their behaviours were impacting on others. Group themes and trends were recorded.
2. Individual LEADQ360 debrief and coaching sessions for each leader.
3. Delivery of three-module 'Culture and Leadership Program' to all leaders across three days of a semester.
4. Creation of a Leadership Charter to articulate agreed values, behaviours and align these to school and team vision.
5. Training / concepts embedded into existing processes and procedures:
 - a. Middle Leaders' Triad Coaching Meeting – addition of targeted feedback loops, key actions and recommendations to existing processes.
 - b. Establish middle leader personal and professional improvement model as vehicle to advance School Improvement Priorities.
 - c. Team meetings – addition of agenda items to focus on 'how we lead our people' to support staff and build capability through discussion.
6. Small group culture-building sessions – working with faculties to drill further into team behaviours and use of a common language of leadership.
7. Coaching the coaches – embedding the program concepts into the school-wide coaching program.

CASE STUDY

A PARTNERSHIP WITH

sentis
education

RESULTS

Sentis Education partners with schools. We humbly do not claim their results as 100% attributable to our actions, however, we do contribute to increased leader effectiveness and provide the common language and expectations for the leadership team to perform at a high level to deliver results.

OUTCOMES (SCHOOL OPINION SURVEY)

Dimension	Base year	Current Year
• This is a good school	68.7%	90.5%
• I would recommend this school as a good place to work	47.4%	90.5%
• I enjoy working at this school	66.3%	92.7%
• My work has a direct positive impact on the community	74.5%	90.1%

"Thank you again for the sessions you did with our team. The difference it has made is very clear and it has given me so many mental models to work with in my day-to-day work. I know I will use this throughout my entire career."

"This has been the best experience for me as a leader. There have been so many times when I have felt like you were talking just to me. A great program and so applicable to other areas of life as well."

"It has been an excellent mix of research and real world application. Such a great mix for educators. 360 was awesome!"

"Simply the best program I have done. Thank you!"