

## PROJECT:

**BUILDING EXPERT TEACHING  
TEAMS**

## INDEPENDENT SCHOOL P-12

## CONTEXT

The need to determine and drive consistent quality teaching and learning across the school was identified through the Sentis Education Scan and Assess process. Tasked with aligning pedagogy from Prep to 12, the curriculum and administrative leadership team worked with Sentis Education to develop a strong, sustainable coaching/ mentoring and professional learning processes including documentation for implementation across all P-12 staff.

## PROCESS

Scan and assess:

- Liaison with Executive Team to determine current processes and desired outcomes.
- Interviews with Heads of School, curriculum team leaders and staff representatives from each phase of learning to identify processes, key documents and crossover opportunities.

Facilitate pedagogical alignment:

- Creation of single pedagogical framework aligned to:
  - School-defined priorities and agreed practice - 21st CLD / digital pedagogy, literacy strategies and the like.
  - AITSL - Australian Professional Standards for Teachers
  - Sentis psychological and neuroscience concepts
  - IMPACT learning framework
- Facilitate professional learning / ongoing engagement with school pedagogical framework:
  - Creation of supporting processes and artefacts
- Regular meetings with key stakeholders to refine deliverables.

# CASE STUDY

A PARTNERSHIP WITH  
**SENTIS EDUCATION**

**sentis**  
education

## DELIVERABLES

- New staff survey aligned to school priorities.
- Staff self-assessment tool aligning Sentis concepts + IMPACT framework dimensions to existing pedagogical framework.
- Coach and mentor selection process and support documents.
- Mentor/coach and mentee planning and reflection documentation.
- Coaching/mentoring scaffolded workbook to support strategy.
- Ongoing professional development strategy incorporating ongoing goal-setting, reflection and forward planning systems.
- Instructional Leadership LEAD-Q 360 assessment tool for Heads of Faculty (LEAD-Q Competency Matrix).
- Lesson feedback processes and supporting documentation.
- Bespoke training in IMPACT learning framework to reflect school pedagogical priorities.
- Curriculum audit tool aligned to IMPACT and school pedagogical framework.

## OUTCOMES

- Alignment of the schools' 5 year strategic plan.
- School wide process for Professional Learning understood by all staff.
- School wide understanding of pedagogical framework and effective teaching methods.
- Common language about teaching and learning across all phases of learning.
- Built capability of mentors to support improved professional practice of new, beginning and volunteer staff (Phase 1).
- Heads of Faculty regularly collecting and using data to inform professional conversations with staff.
- Professional Learning funding now transparent and aligned to school teaching and learning priorities.

"GREAT PROCESS. WE NOW HAVE A COMMON LANGUAGE -  
AND STRUCTURES - TO ALLOW US TO FOCUS ON  
BUILDING OUR PRACTICE TOGETHER."