sentis
education

SCHOOL IMPROVEMENT PROGRAMS

leadership

culture coaching

assessments learning

P.L.CREW
Professional Learning Community

sentis
education

LEADERSHIP

Our **mission**...

is to change the lives of individuals and organisations for the **better,** every day.

| Why **Sentis Education?**

- 99.8% of educators recommend Sentis Education to other educators

- Backed by an Internationally recognised Research Team (SIOP award winners)

- 100% supported by rigorous implementation and embedding plans

Sentis Education promotes 'THE HOW' to do 'THE WHAT'

The Sentis Education Team has successfully partnered with over 150 schools, delivered impactful programs to over 12,000 educators, coached over 1250 leaders and provided game-changing assessments to over 4500 leaders.

Our team also has the benefit of first-hand leadership experience in small, large, rural, regional and urban schools across the globe.

| What **do we do?**

Sentis Education uses our evidence-based culture and cultural maturity models to support leadership teams to lead people, manage process and drive results.

- Partner with individual schools to drive school improvement, build culture and leadership capability

- Intentionally collaborate with school cluster networks to facilitate school improvement.

- Work with individual educators (Leadership 360s, coaching and P.L.CREW Memberships)

- Individual and Group Coaching

- Programs for our industry partners – QLD Dep of Ed, The IMPACT Centre, CLAWs, Regional Teams, Professional Networks.

- Host open programs that focus on culture, leadership and learning.

- Customise and tailor our solutions to apply specifically to the context of our clients

- Consult with schools and leaders

- Present at conferences

| How **do we do it?**

Using our proven methodology, we diagnose the current context, design, develop and execute an improvement plan and provide strategies for embedding the change and sustain the improvement.
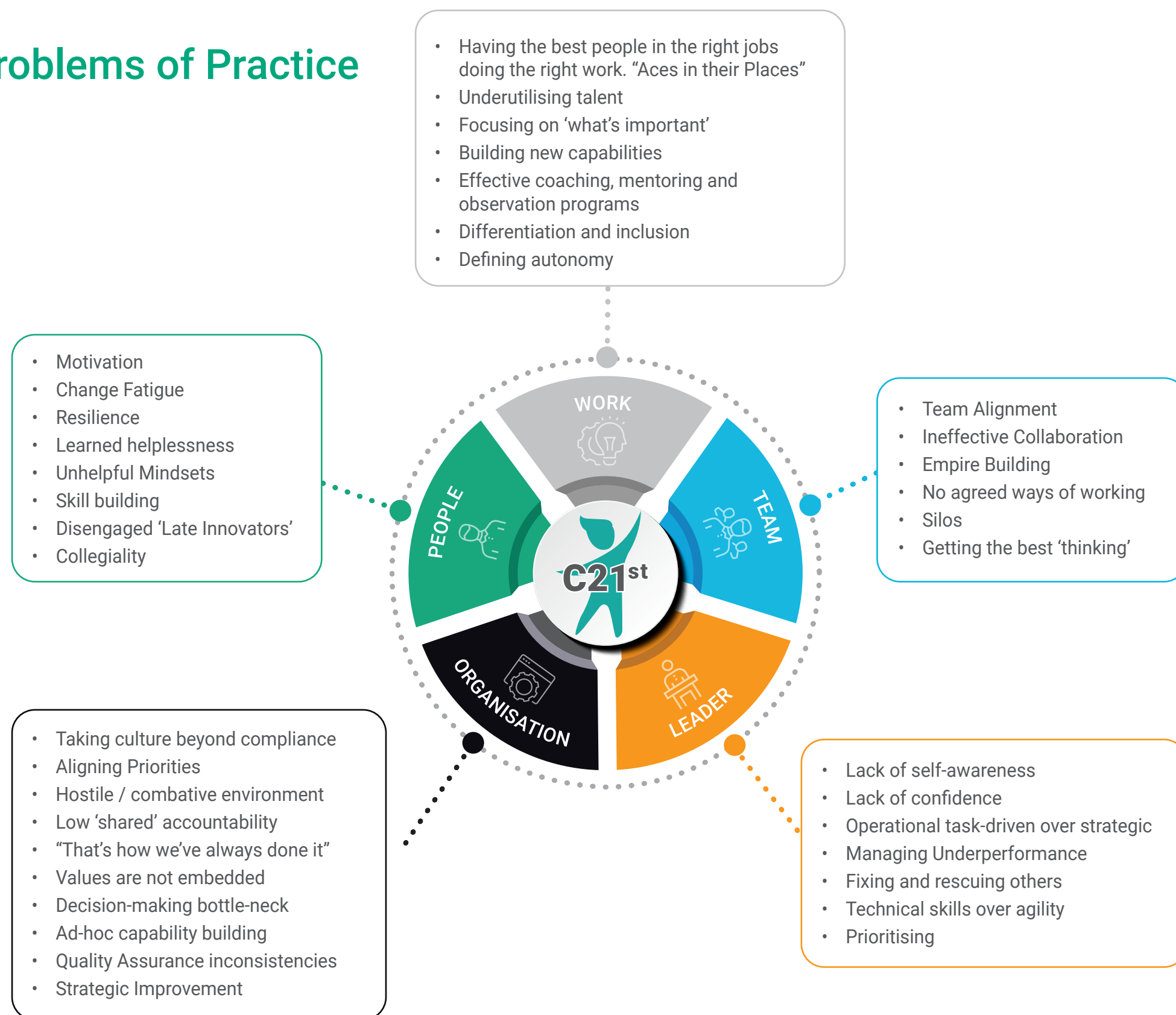

*Our leadership team has started **performing at such a high level since working with the Sentis team**. Our communication and actions are more deliberate and impactful and the knock-on effects with staff are **paying dividends**. Would **absolutely recommend!***
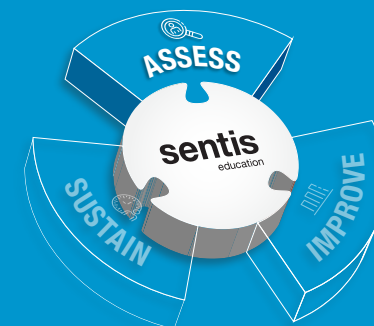
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| So **what?**

From our extensive experience working with, assessing and evaluating schools, we have identified problems of practice that can be challenging for school leaders.
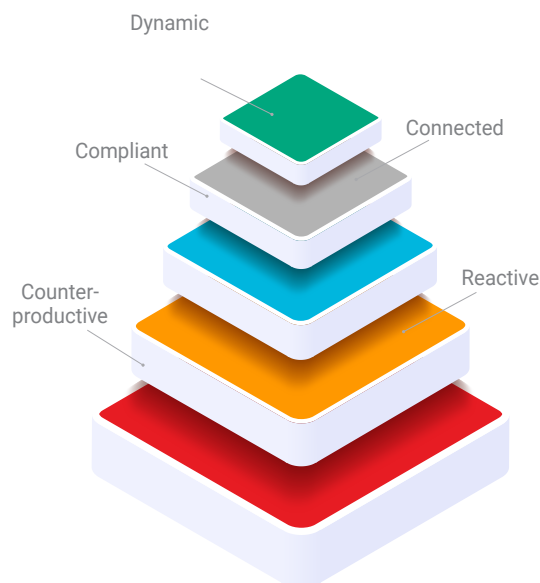
| Problems of Practice

- Having the best people in the right jobs doing the right work. "Aces in their Places"
- Underutilising talent
- Focusing on 'what's important'
- Building new capabilities
- Effective coaching, mentoring and observation programs
- Differentiation and inclusion
- Defining autonomy

- Motivation
- Change Fatigue
- Resilience
- Learned helplessness
- Unhelpful Mindsets
- Skill building
- Disengaged 'Late Innovators'
- Collegiality

- Team Alignment
- Ineffective Collaboration
- Empire Building
- No agreed ways of working
- Silos
- Getting the best 'thinking'

WORK

PEOPLE

TEAM

C21st

ORGANISATION

LEADER

- Taking culture beyond compliance
- Aligning Priorities
- Hostile / combative environment
- Low 'shared' accountability
- "That's how we've always done it"
- Values are not embedded
- Decision-making bottle-neck
- Ad-hoc capability building
- Quality Assurance inconsistencies
- Strategic Improvement

- Lack of self-awareness
- Lack of confidence
- Operational task-driven over strategic
- Managing Underperformance
- Fixing and rescuing others
- Technical skills over agility
- Prioritising

ASSESS
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education
SUSTAIN
IMPROVE

CULTURAL MATURITY ONLINE ASSESSMENT

Dynamic
Compliant
Connected
Counter-productive
Reactive

Online assessment of Cultural Maturity against 16 Culture Dimensions; Mission, Vision, Values, Learning and Improvement, Staff Recognition, Staff Underperformance, Wellbeing, Internal Context, Professional Learning, Change and Innovation, Senior Leader Commitment, Middle Leader Commitment, Autonomy (Aces in their Places), Team Support for Improvement Priorities, Team Processes and Policies, Staff Agility, Staff Authenticity.

ASSOCIATED PROGRAMS:

- Beyond Compliance: Building a Positive Culture
- Professional Learning Cycles – Tracking Progress and Improving Alignment
- Creating a Coaching Culture
- Strategic Implementation and Leading Change
- Building Capability – Harnessing Expertise and Growing Others
- Quality Assurance and Measuring Progress

ON-SITE CULTURE EVALUATION

WORK
TEAM
PEOPLE
C21st
ORGANISATION
LEADER

CULTURE MODEL

On-site interviews with key personnel to determine leadership blind spots, organisational strengths and areas of opportunity for alignment, precision, and consistency. Full confidential report includes recommendations against culture dimensions with action plans and ongoing support. Culture dimensions such as Organisation, Leaders, Work, Team and People and the corresponding elements are evaluated.

ASSOCIATED PROGRAMS:

- Designing and Implementing your Pedagogical Approach
- Pedagogical Coaching
- Teacher Leaders: Improving Collective Efficacy
- High Turnover Toolkit – The Cultural Handover of Succession Planning and Staff Induction

LMD TEAMS ASSESSMENT

LEAD PEOPLE
MANAGE PROCESS
DRIVE RESULTS

Measuring team effectiveness around three key drivers: Lead People, Manage Process, Drive Results. Includes elements of psychological safety, trust, input, autonomy, emotional intelligence, team norms, roles and responsibilities, processes and outcomes. Our team assessment tool is used to identify current team dynamics to improve collaboration, rigorous debate and increase strategic thinking and contributions of all team members. Often, we assess WHAT the team has achieved but not HOW the team is functioning.

ASSOCIATED PROGRAMS:

- Leadership Team Building – Psychological Safety and Trust (includes establishing a Team Charter)
- Fostering Innovation – Getting the best THINKING from your team
- Coaching Teams

LEADQ
Leadership Efficacy and Development Quotient

INFLUENCE
POSITIVITY
THINKING
INNOVATION
RESILIENCE
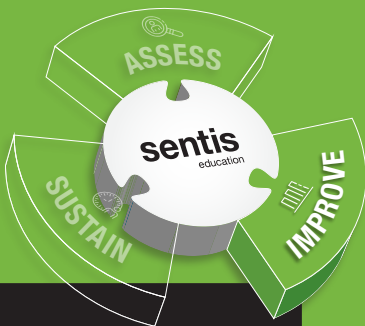DRIVE
AUTHENTICITY
ADAPTABILITY

Comprehensive leadership assessment measuring 8 competencies; thinking, innovation, influence, resilience, drive, positivity, authenticity, adaptability. 360/180 or self-assessment includes a 60 minute debrief with a coach, workbook, action plan, developmental continuum with AITSL mapping.

ASSOCIATED PROGRAMS:

- Building High Performing Leaders, Tackling Impostor Syndrome, Straight Talking – Having Key Conversations and Giving and Receiving Feedback, Neuroscience of Leadership: Driving Reward Responses
- Strategic Thinking – Moving Beyond Operational Leadership
- Aspiring Leaders – Developing Parallel Leadership + Middle Leader Signature Programs
- Women in Leadership – defining your leadership style

Culture Building Programs

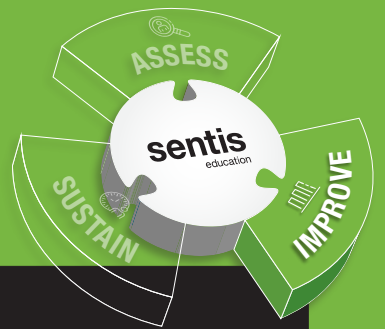| PROGRAMS	PROGRAM OUTLINE
ORGANISATION DIMENSION: CULTURE BUILDING PROGRAMS	**SCHOOL IMPROVEMENT SERIES**
Building Culture - Taking Your People Beyond Compliance (Signature Program)	Culture resides beneath every task that is performed, from leading people, managing process and driving results. Many organisations are 'doing the right work' but not necessarily in the best way. When there are so many competing priorities, where do you focus your leadership energy to get engagement and not merely compliance? If you would like insight into 'how' to do the 'what', the Sentis team can help with recommendations, enhancements and strategies to drive your improvement agenda to build a transformational, dynamic culture.
Quality Assurance and Measuring Progress	How can we drive a high accountability culture? Do our people know what 'good ' looks like? How do we effectively measure progress? Quality Assurance is vital if we want to drive improvement and achieve our goals. Preparing industry - standard project plans with in-built touchpoints to capture, discuss and strategise the next steps - pivot or persevere. If you want to start adding some muscle to your processes, this program is for you."
Designing and Implementing your Pedagogical Approach	What happens in the classroom is the most important component to improving outcomes. When designing your pedagogical approach, there are a number of strategic elements to take into consideration, including shared expectations, promoting a positive learning environment, data analysis, change leadership, marketing tools, building capability and capacity and student and teacher voice. This program will support a rigorous pedagogical improvement agenda.
Strategic Implementation and Leading Change	Change Fatigue', 'Multiple Priorities' and 'This is just repackaged' can become dominant narratives in a school. When aiming for high levels of engagement, change needs to be led strategically and with an emphasis on culture. Project Planning needs to support the process and new methods of implementation can drive improved results. Understanding organisational and individual change is a must. This program will help you map - out a year-long program of implementation with a comprehensive view of your culture, your people and the results you want to achieve."
Professional learning cycles: Building capability through powerful professional learning designs.	Professional learning is a crucial component to building teachers' and leaders' capabilities to bring about change in student outcomes. This program will explore a range of models including instructional rounds and classroom based inquiry research as participants develop relevant high impact and data driven whole school professional learning plans.
High Turnover Toolkit – The Cultural Handover of Succession Planning and Staff Induction	Sometimes the biggest challenge in building your culture is keeping your people, building new talent and not having to start from scratch every year. A high turnover can undermine your organisational goals and sabotage your improvement agenda. This program provides participants with strategies to combat the difficulties with 'turnstiles of talent' and take greater control of the handover of expertise and passing the culture baton.
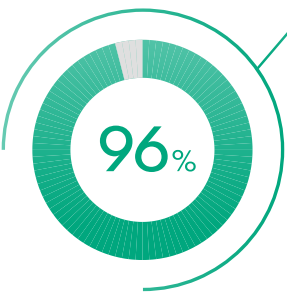
96% _reported that the program was_ **'Far Above Average'** _when compared to other programs at their organisation of participants._
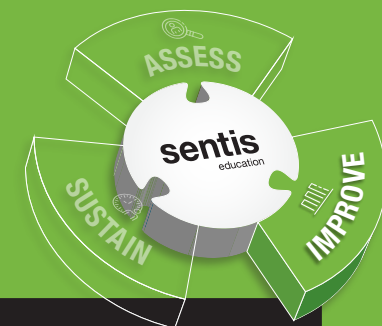
96%

100% _would recommend_ _**this course** to other leaders._

100%

Building Capability Programs

| PROGRAMS	PROGRAM OUTLINE
LEADERS DIMENSION: **BUILDING CAPABILITY SERIES**	**SCHOOL IMPROVEMENT SERIES**
Developing High Performing Leaders (Signature Program)	Leaders often get stuck in the operational aspects of their work. In a frenetic environment, it can be easy to manage more and lead less. This program helps to develop an awareness of 'self' and the impact your communication and behaviour has on others. If you wish to create a common language for your leaders and move from transactional to transformational leadership, this program will help you.
Neuroscience of Leadership	Our brain at work is part of a social system. Our words and behaviours impact other people and generate either a Threat or Reward response. This program organises around 5 domains: Direction, Relationships, Input, Value and Equity and outlines how, as leaders, we can pre-empt unintended consequences and reduce re-work as a result of our interactions.
Women in Leadership	Define your leadership style by developing the skills and capabilities of a confident, future-focused leader. Understand values-driven leadership and explore your beliefs, challenging those that no longer serve you. Acknowledge gender bias that may hinder female progress and create positive team dynamics. Create a personalised development plan and build your network and engage with like-minded leaders.
Aspiring Leaders - developing parallel leadership	Develop your LEADERSHIP BRAND. Increase self-awareness and develop helpful mental models to support your leadership goals. Know yourself and then build your team. Using the LEAD PEOPLE, MANAGE PROCESS and DRIVE RESULTS framework this program provides those who are aspiring to be leaders with a solid starting point from which to launch!
Teacher Leaders: **Building Collective Efficacy**	Teacher leadership transforms the way educators work within schools. This program outlines how to cultivate a range of roles such as specialist, coach, mentor, provider, analyst, facilitator and supporter. This program provides a pathway to improve teacher efficacy and build confidence and capability.
Tackling Impostor Syndrome	Know your strengths and characteristics and leverage those into powerful leadership tools. Identify your unhelpful frames and take greater control of your future direction. Understand the impact that beliefs, emotions, personality, past experiences and self-talk can have on your interactions as a leader.
Agility and Adaptability **– Beyond Technical Expertise**	What are the 21st century skills that will determine who will thrive in the workplace? Technical skills and content knowledge will take you so far, but agility and adaptability will ensure that you adapt with ease to changing circumstances and respond effectively to changes and uncertainty. This program unearths our ability to evolve and thrive in our work environment and, importantly, promote this ability in others.
Building Capability in Others **– Seed, feed or weed?**	Our 'SEED, FEED OR WEED' program focuses on strategically building capability within your team. How do we harness expertise and grow others when their needs and the organisation's needs are so diverse? Research tells us that specific leader behaviours and working environments can multiply the capability in our people. This program provides the framework to lead people and manage your processes to drive greater results.
Straight Talking – Effective Feedback and Key Conversations	Humans have a tendency to avoid difficult conversations, but if we want to build a positive culture, we need to be having more of them! When and how should we challenge others with questions designed to influence their thinking? The ability to provide and receive feedback and install the appropriate processes to enhance feedback, can also positively impact culture. The frameworks in this program provide leaders with the necessary tools to have professional conversations with their people, without the angst!
Strategic Thinking – Moving Beyond Operational Leadership	A recent PwC study of 6,000 senior executives found that only 8 percent of the respondents turned out to be strategic leaders, or those effective at leading transformations. So often, we hear leaders tell us that they get stuck in the operational instead of the strategic. There are helpful ways of thinking and processes to support this transition. This program assists leaders to find their opportunities to shape the future of their organisations.
Influencing Mindsets – Getting people on board the bus!	One of the most useful skills of a leader is the ability to influence others. What are your standard strategies for 'getting other people on the bus?' Transform others' attitudes and actions by creating an inspiring vision, demonstrating behaviour in line with that vision, and challenging individuals' current perspectives to stimulate new thinking and behaviour. A must for Aspiring and Middle Leaders.
Rural and Remote Leaders Network	Led by our experienced coach, Peta Barker, this network supports rural, remote and regional leaders by connecting, collaborating, providing feedback, insights and sharing resources. This network also includes membership to our online professional learning community, P.L.CREW.

Team Building Programs

PROGRAMS	PROGRAM OUTLINE
TEAM DIMENSION: **TEAM BUILDING SERIES**	**SCHOOL IMPROVEMENT SERIES**
Leadership Team Building **(Signature Program)**	We know what it feels like to work in a high performing team, likewise, we know what it feels like when you don't. Leadership teams need to be aligned, have high levels of trust, a common language and operate with consistency and reliability. Many teams operate without first building team norms, establishing psychological safety and by making many assumptions about the work of other team members. This programs sets your team up for success by creating a common language for communicating and interacting so you get the best discussions, ideas and input from team members. We want 'thinking partners not echo chambers'. An output of this program is a Leadership Charter which will drive the culture and performance of your team.
Fostering Innovation – Getting the best THINKING from your team	Why is innovation one of the lowest scoring leadership behaviours in education? School improvement demands that we push past current boundaries by identifying opportunities for improvement, generating creative ideas, and transforming these into innovative solutions. Unleash the potential of your team and boost school improvement."
Building Psychological Safety and Trust	There's more to trust than confidentiality! To work in high performing teams, we need to understand the components of trust and what it takes to build psychological safety so we can get the best thinking out of all of our team members and do our best work.
Coaching 101 – developing the craft of coaching	There is more to coaching than following a formula! Explore transformational coaching and the beliefs, behaviours and ways of being that influence the process. This program digs into the coach's mindset, the coach's toolkit of questions and statements and the processes to support a rigorous and professional coaching program, rather than a compliance driven program that merely ticks a box.
Coaching Teams	What are the dimensions of a great team? How effective is our current team? Team leaders are facilitators, developers of emotional intelligence and great communicators. Develop these skills and reflective abilities to build the capability and capacity of your team.

*Quite simply **the most valuable PD I have done**.*
For myself on a personal level and for me as a leader – the way
*I function and how I can make a greater impact. **Thank you**.*

*Lisa is an **engaging, intelligent and humorous speaker**.*
She is well aware of the challenges and celebrations the middle
*leader faces and makes the information relevant. **A great PD**!*
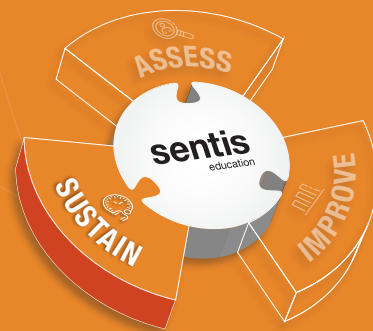
Sustain

Sentis Education is committed to sustaining improvement and we design toolkits and materials to embed our concepts into the fabric of the organisation.

Our online platform, **www.plcrew.com.au** is an online professional learning community that support on-demand learning via self-paced courses, intentional collaboration in private and public groups, sharing resources, ideas and templates to reduce rework and replication, and free resources that support educators at all levels of their career journey. P.L.CREW specifically caters for Beginning and Early Career Teachers, Aspiring and Middle Leaders, Wellbeing Coordinators and teachers at all stages.

We understand change and improvement and our point of difference is that we don't just 'dump and run' – deliver programs and disappear. We partner with you to make sure our targeted work continues to make a difference.

The Sentis program gave me such a greater understanding of why I do the things I do and also some new ideas to influence others! **100% would recommend this course to other leaders**.

*The Sentis programs have been a **game-changer for our staff**. We now have a common language and some really helpful concepts to use as we work on our **school improvement strategy**.*

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Get in touch with one of our expert consultants today.

Lisa Newland, Director | lisa.newland@sentiseducation.com.au | M. 0427 282 142
Peta Barker, Principal Consultant | peta.barker@sentiseducation.com.au
education@sentis.com.au | sentiseducation.com.au

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