

Euroa Primary School

Building Middle Leader Capacity

EUROA PRIMARY SCHOOL



Working Together!

Building leadership capacity

Euroa Primary School

North-East Region

123 students, 6 Classes.



Kim Flack

Principal EPS 3 years.

Maddi Kindellan

EPS 8 years

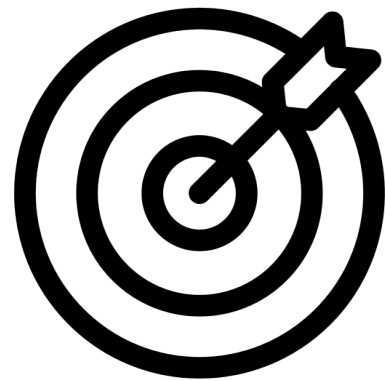
Middle Leader & F/1 Teacher



Building middle leader capability

LEARNING INTENTION

To delve thoroughly into leadership in our schools.



SUCCESS CRITERIA

I know who my emerging leaders are

I have a plan to map a career path with them

I can manage my school's resources to optimize improvements to leadership

Our Journey at EPS

2022

Shift in Leadership

Return from COVID

Kept Status Quo

Staff Culture

Established Norms &
SMART GOALS

Maddi – “CREATE”

2023

DSSI & Middle Leader

Embedded Norms &
SMART Goals

Peer Observations

Shift to align all the work
at EPS

2024

PLC Leader

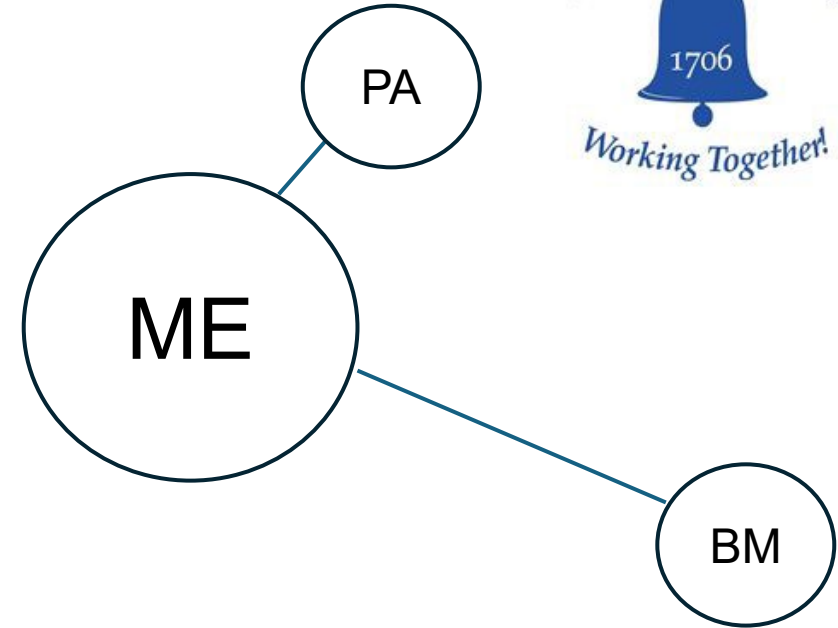
PLC Inquiry Cycles

- Response to Intervention
- Sprints

Steady workforce



Task: Top 5



WHO

Who are the staff you have the most contact with on a day-to-day or weekly basis?

Draw a circle for each of these people.

Place their proximity to you based on how much time you spend with them.

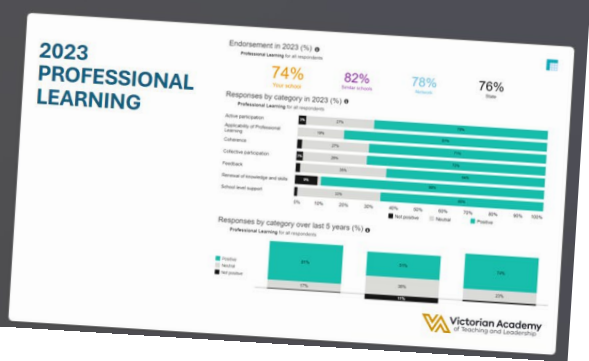
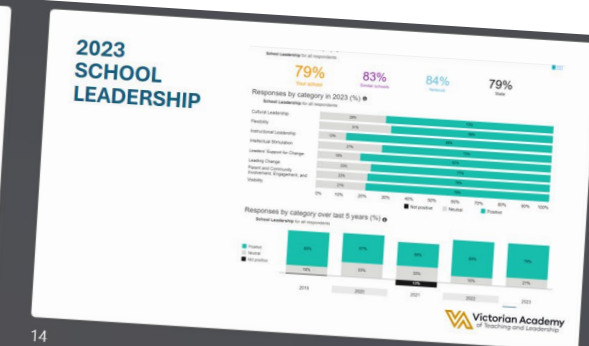
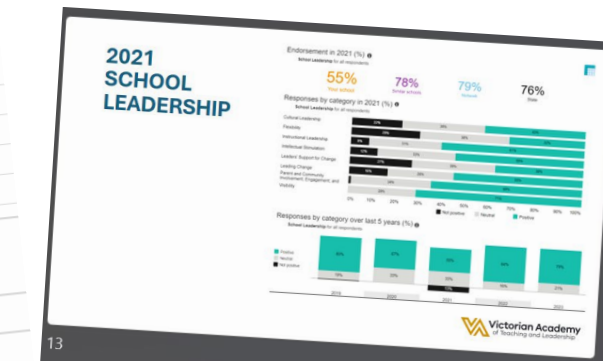
Set the scene – our data

STUDENT LEARNING OUTCOMES

SCHOOL LEADERSHIP

2023 WHOLE SCHOOL SMART Goals R W N TJ

Subject	1: Start of 2022%	2: Start of 2023%	2023 Goal %
Reading Teacher Judgement	33.3	41	60
Writing Teacher Judgement	35.1	38	55
Number Teacher Judgement	48	51	65





Role of leadership



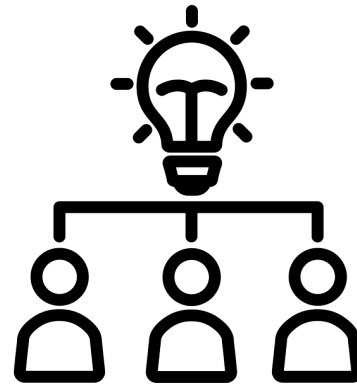
PRINCIPAL

Safe & Collaborative Environment

Norms & Protocols

SMART Goals

Coaching & Mentoring



MIDDLE LEADER

Input up & down into PL calendar

PLC Leader

SIT Leader



Strengths – what worked well

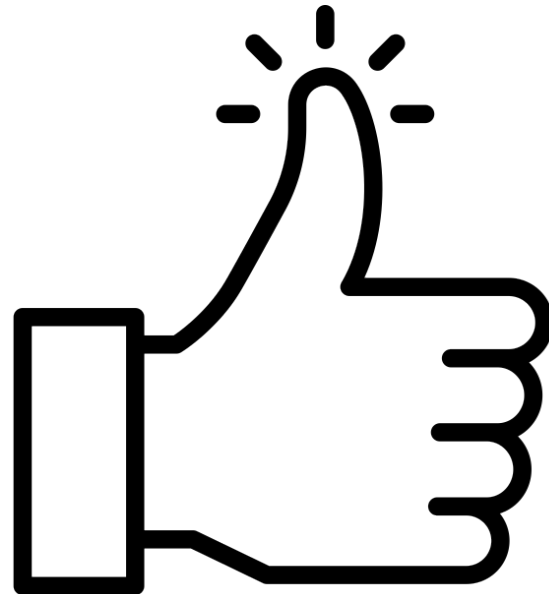
PRINCIPAL

Pre and post 1:1s

Accessing DE resources:
DSSI, EIL, PLC Coach, SEIL

One thing at once

Documentation



MIDDLE LEADER

Protected Time

In school mentor

Layers of Leadership

Solid Process

Be vulnerable, ask questions



How

Strategies

Process

Protocol

Roles and Responsibilities



Resources

What documentation do you have for HOW Middle Leaders can succeed?

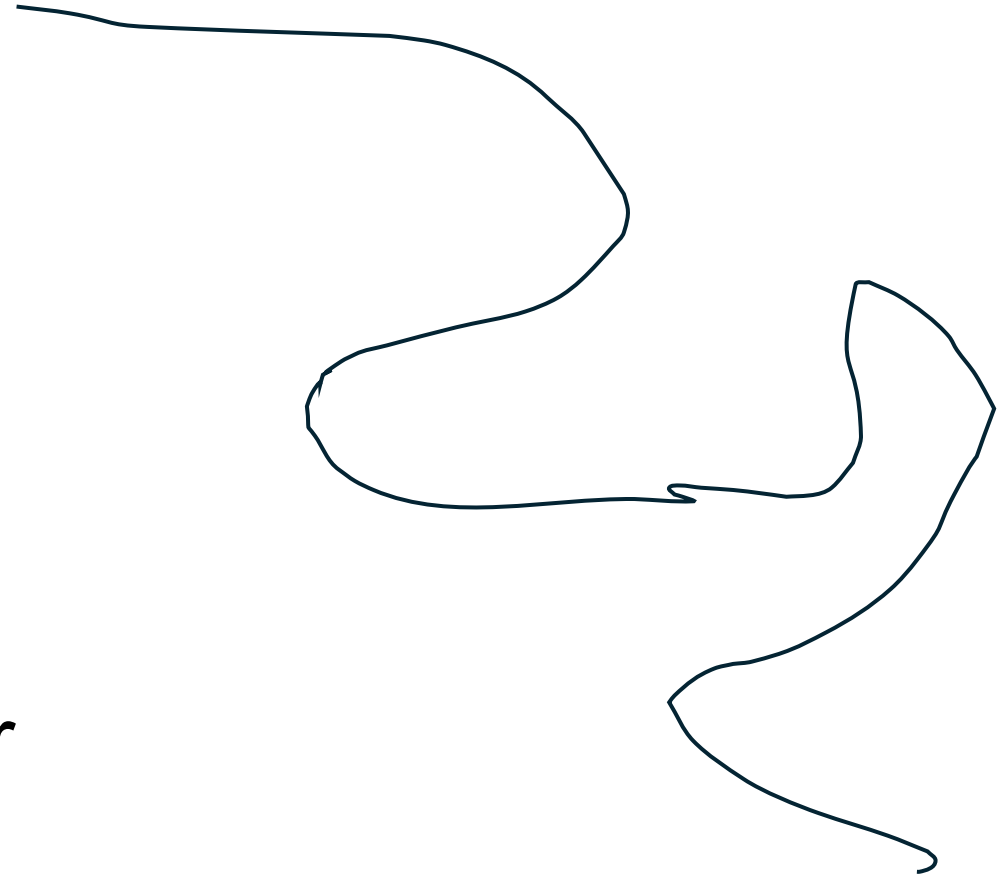
- Norms
- Smart goals
- Professional learning template
- Roles and responsibilities



Task: What's your through line?

**How do you
empower your
Middle Leader to
influence classroom
practice?**

Starting with the Principal, draw your leadership line.





How

Resources

Manage the timetable and budget

Hire an ES

Additional time release

Engage DE / Regional Staff

SEIL, DSSI, EIL, PLC Coaching

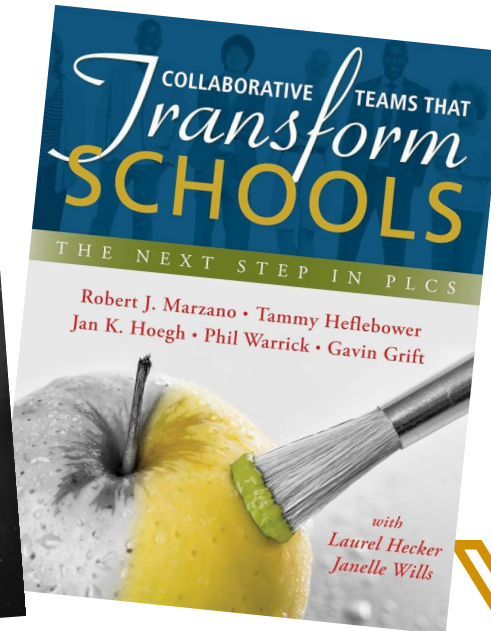
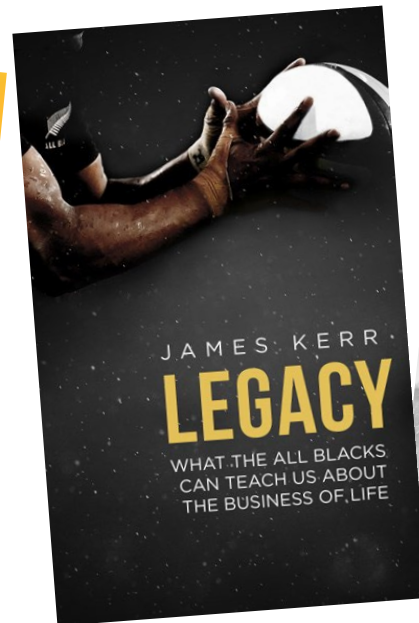
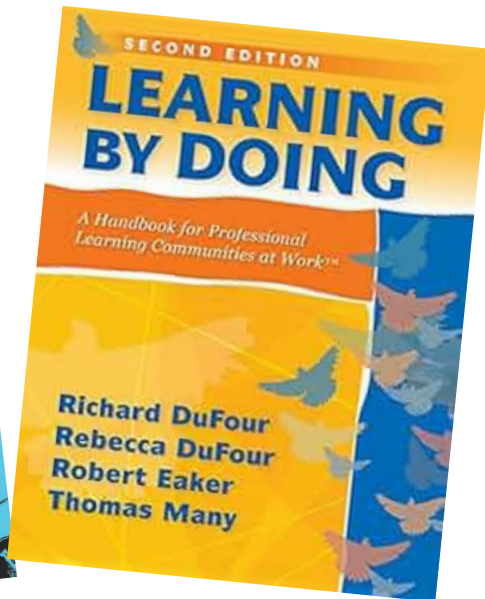
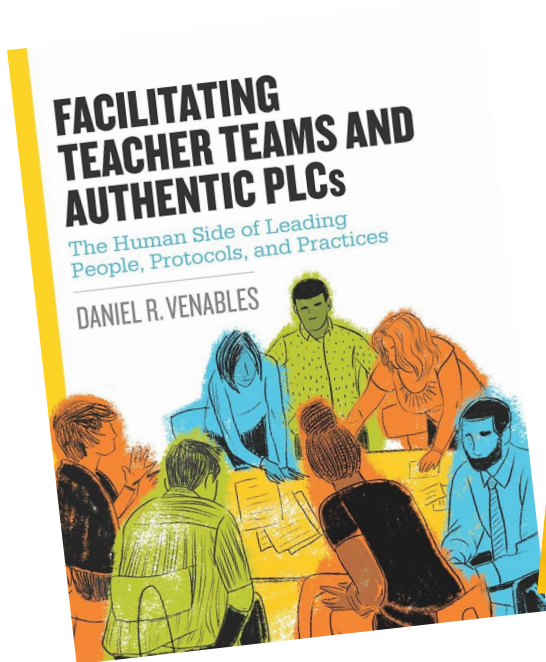
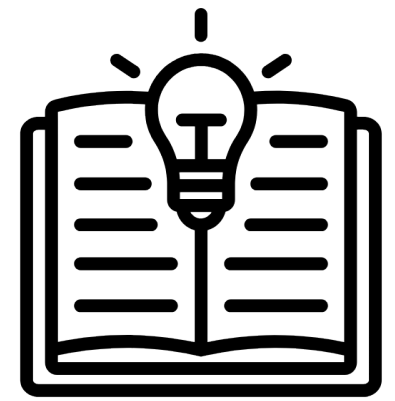
Professional Reading

Learning By Doing – DuFour

Transforming Collaborative Teams at Work

Facilitating Teacher Teams and Authentic PLCs

Legacy – James Kerr





Task: Book Swap

WHAT BOOK?

What book have you read lately that has empowered you as an educational leader?

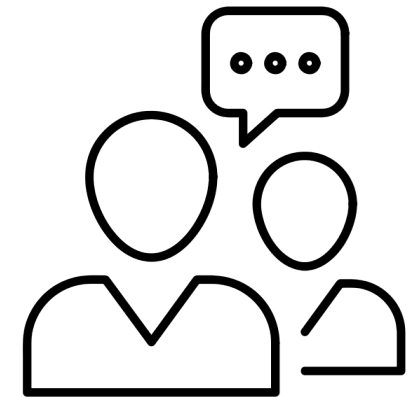
BOOK IMAGE

Use your phone to find an image of that book.

Scan the QR Code on your table to share the image.

TURN & TALK

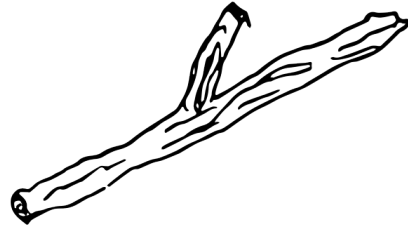
Share HOW this impacted your leadership.





Summary / Reflection

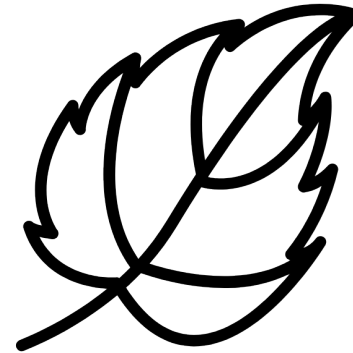
STICK



What sticks in your mind?

What can you draw, see, visualize?

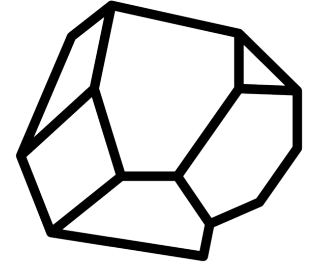
LEAF



What do you leave behind?

What is irrelevant for you?

ROCK



What rocks?

What is your ah-ha moment?

What made you think, 'Yeah, that's it!'.

- What is your leadership map?
- What systems and processes have you got in place for a SAFE & COLLABORATIVE environment?
- What structures have you got in place to provide TIME and RESOURCES for your middle leaders?



Question and Answers



Thank you

