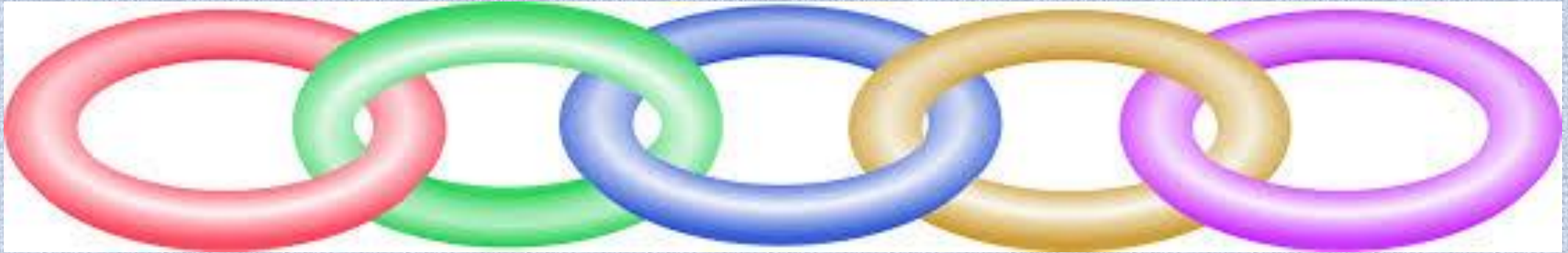
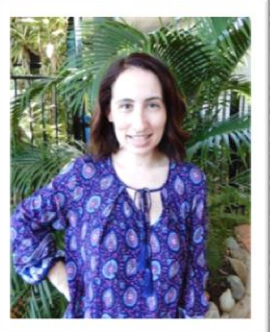
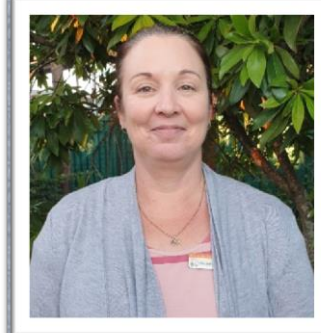
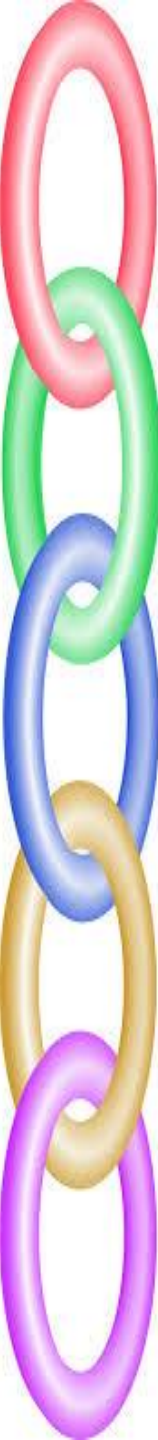


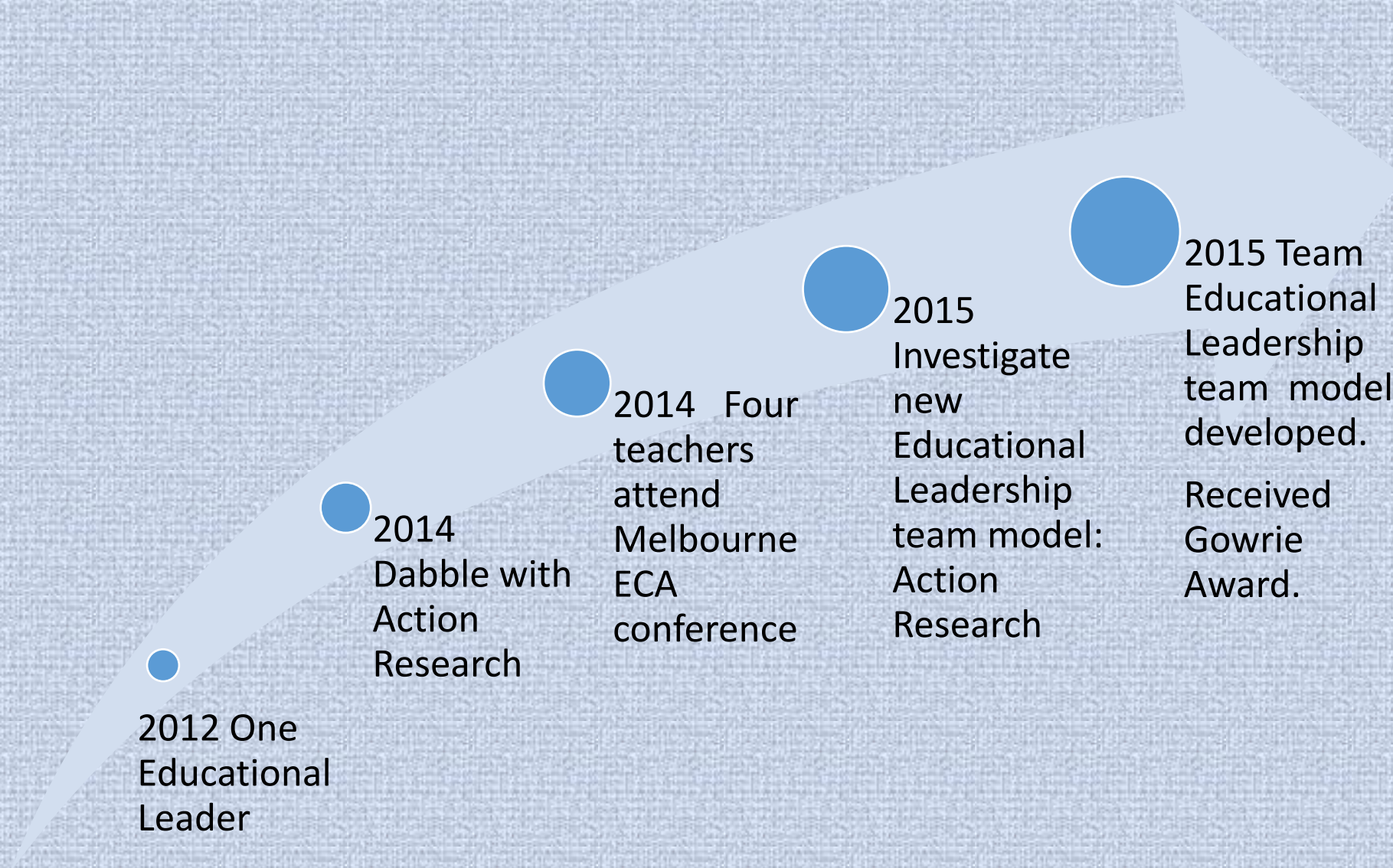
Educational Leadership team



Educational Leadership is a context thing! At Mitchelton Pre-Schooling Centre we tweaked the model to build a more effective process, culture and staff team.



TIME LINE



ACTION RESEARCH

Mentoring B-A team - Unit teams?
Sharing expectations how to help any ways of working
Shared understanding
Build relationships

Ongoing in Performance Reviews.
2016

Critical Reflection
Why?
Take it to the next level.

Value your opinion

Question everything.

Strengths of everyone in team

Strengths team members want to build.

Everyone has different strengths

Louise
Leanne, Shirley, Toni, Kim
Lisa
Leadership at MPC
Share the expertise

Facebook dis. page.
- Discussion boards in forum
Effective Communication

Families
Committee
Staff
Community

The way PD is chosen

Projects

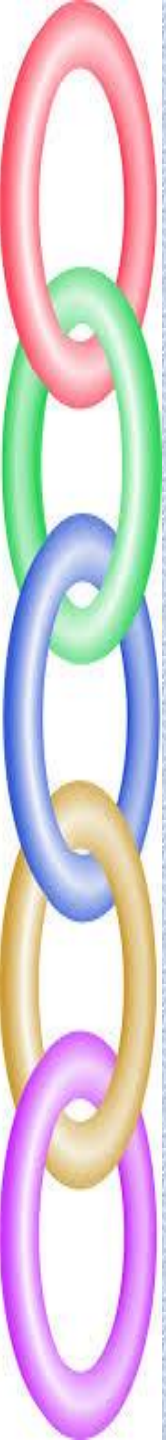
Coordinating
Sharing info. - email
Staff for further comments

Collaboration

Teaching teams
Pairs
Staff groups
Small groups
Comm. Hse / Parent driven

Use different teams for conversation

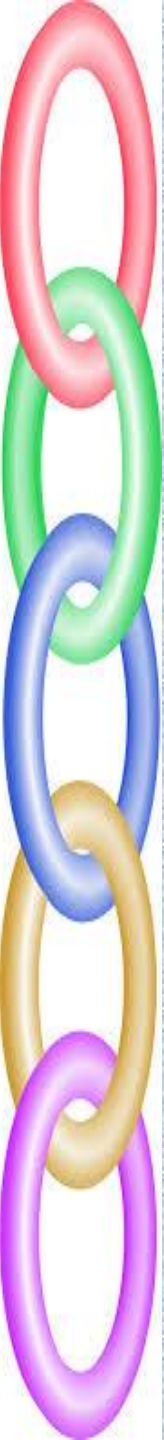
Mentoring and coaching
Delegation



Key Roles of Educational Leadership Team

The educational leadership team promotes the shared expertise of the whole staff team. As such, they encourage all voices to be heard. The role of the co-ordinating team includes:

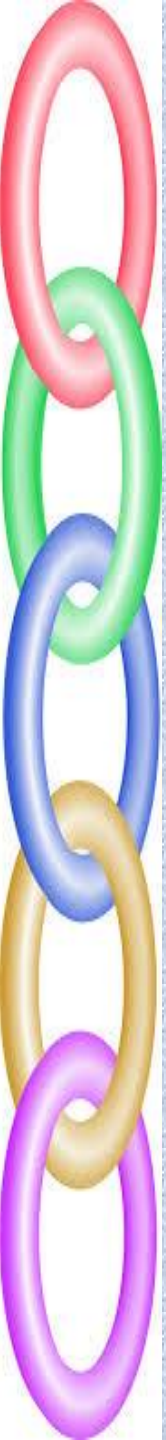
- **Coaching and Mentoring** - Oversee the mentoring and professional development program.
- **Leading projects** - Oversee the ongoing action research projects.
- **Sharing and co-ordinating information.** - Organise events for children, parents, staff and the wider community to promote early childhood education.





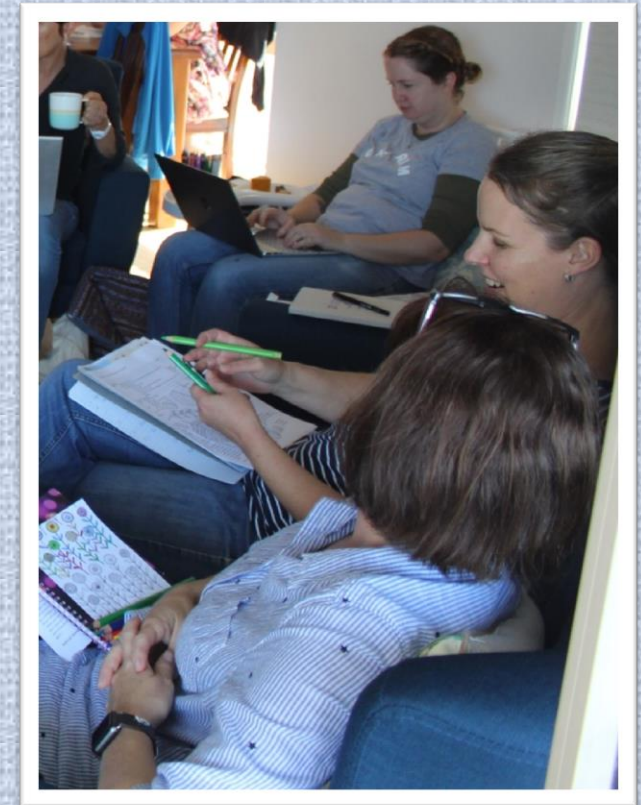
PROTOCOLS FOR CONVERSATIONS

- Allow ideas to be set down beside each other.
- Listening to different ideas broadens perspective.
- Be mindful of phrasing thoughts positively (note successes, what we are doing well as well as possible improvements).
- Everyone's voice is respected all are encouraged to speak.
- Identify what makes this a safe place for everybody to speak...
 - Everybody is at different places in thinking and that's ok
 - There is no malice
 - No question is a stupid one.
- We are curious to think and challenge assumptions.



“Great leaders are also leading learners. If leaders don’t learn, then the learning in the organizations that they lead is not likely to flourish.”

(Sahlberg in Educational Leader p. xi)



Shared Understandings of the Educational Leadership team



Highly valued key dispositions including:

- Growth mindset (both personal and professional)
- Flexibility
- Ethical decision-making
- Kindness in leadership
- Willingness to share
- Dream big.

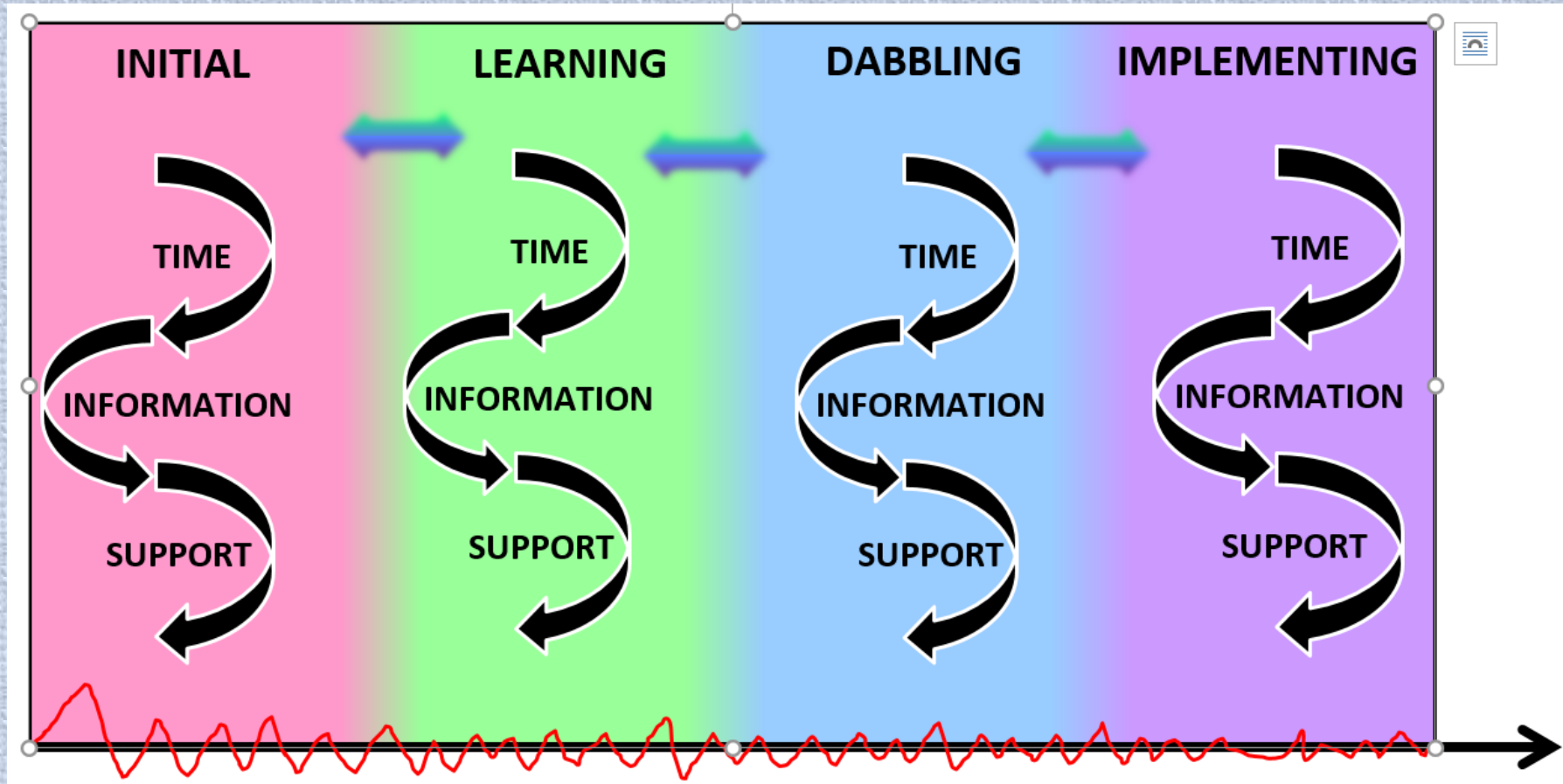
Considerations for supporting shared understandings



- Time is afforded for sharing perspectives, language and understandings on the 'big issues'.
- We delight in different teaching styles which fit within the shared MPC vision.
- We clarify and differentiate in roles and responsibilities of the Educational Leadership Team and Nominated Supervisor.
- We enact conversation protocols.

Respectful relationships are key!

Organisational culture developed with time,
Information, support



EXECUTIVE FUNCTION PROJECT: PHASES

The Educational Leadership team journey continues: Practical considerations

- Allocation of **time** for conversations and fun.
- Acceptance that change takes **time**.
- Affording **time** for groups to review professional learning goals and attend professional development together.
- Prioritising **time** to celebrate successes.



The Educational Leadership team journey continues: More practical considerations

Clarity for roles and responsibilities, participation and actions through:

- **Shared** review of vision and philosophy.
- **Shared** decisions for Educational Leadership team meeting agenda items.
- **Shared** facilitation by Educational Leadership team for allocated whole staff Professional Development sessions.
- Collaboratively developed statements to support **shared** understandings for the whole staff team:
 - Risk
 - Digital Technology
 - Mentoring
 - Aboriginal and Torres Strait Islander understandings.



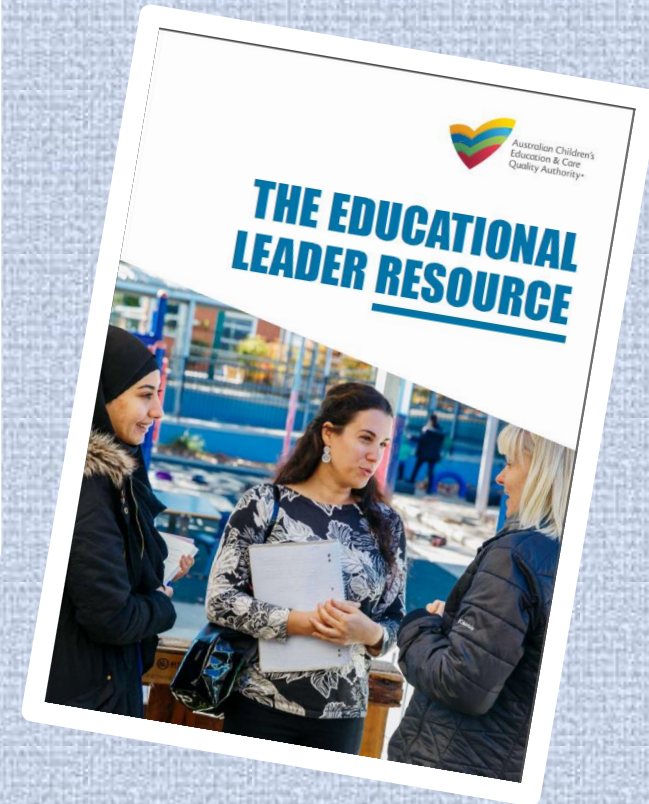
The Educational Leadership team journey continues: More practical considerations

Infrastructure:

- Mentoring program.
- Shared elibrary and various group combination emails.

Tools:

- Ethical decision-making cycle.
- Formats to support defining goals for personal and professional learning.
- Formats to support Critical Reflection.
- ACECQA *The Educational Leader Resource*.



Impact of the Educational Leadership team model

- Increased teacher and educator involvement, sense of belonging, agency, confidence, willingness to take a risk, ownership.
- Increased individual and team resilience.
- View of ourselves as a rich community of learners.
- Sharing of thinking and possibilities enabling greater growth individually and collectively, increasing positive outcomes for children and families.
- Increased well-being.



And finally...

What has your heart singing and dreaming with new hope for your work?

What muscles do you want to develop toward bringing that to life?

What process could you put in place to ensure each decision you make amplifies, rather than diminishes your vision?

(Pelo and Carter)



References

Contacts:

kim@mpc.net.au

anna@mpc.net.au

leanne@mpc.net.au

- ACECQA (2019) *The Educational Leader Resource* accessed at [https://www.acecqa.gov.au/sites/default/files/2019-04/ACECQA Educational Leader Manual WEB.pdf](https://www.acecqa.gov.au/sites/default/files/2019-04/ACECQA_Educational_Leader_Manual_WEB.pdf)
- Brown, B. (2018) *Dare to Lead* Penguin Random House UK
- Carter, M., Curtis, D. (2010) *Visionary Director* Redleaf Press, USA
- Douglass, A (2019) *Leading for Change in Early Care and Education: Cultivating Leadership from Within* accessed at <https://www.earlychildhoodwebinars.com/webinars/leading-for-change-in-early-care-and-education-cultivating-leadership-from-within-by-anne-douglass-phd/>
- Sims, M., Waniganayake, M., & Hadley, F. (2019). What makes good even better? Excellent EC leadership. *International Journal of Educational Management*, 33(4), 573-586.
- Stamopolous, E. (2012). Reframing early childhood leadership. *Australasian Journal of Early Childhood*, 37(2), 42-48.