

## **TOPIC: IMPROVING SCHOOLS THROUGH STRUCTURE AND CULTURE**

### DESCRIPTION

The ways in which work in schools is organised, what people do, how they relate to one another, and the taken-for-granted logic of everyday school life.

### AREAS OF FOCUS

#### ORGANISATIONAL COMMITMENT

Do you have an understanding of the level and type of organisational commitment that staff have to the school in which they work. Looking at commitment from an Affective, Continuance or Normative perspective provides a view of colleagues from a different perspective and an understanding of why leaders need to really know their staff and what is motivating them.

#### WELLBEING

Does your schools have a focus on the wellbeing of both student and staff. This is new territory for most educators and moving from the realm of the psychologist into the classroom and staffroom is challenging. It is important to understand the processes schools have in place to address the individual needs of their staff and students from a professional and pastoral viewpoint.

#### SUBJECTIVE WELLBEING

The links between subjective wellbeing and specific character strengths is also a new and growing area of interest to educators. Given that character and values education are a high priority in Australian education, assistance to leaders and teachers in this area can contribute to School Improvement.

### OPTIONS

Improving Schools Australia offers support in this topic through:

- Review processes to capture and report on your school's current school structures and culture
- Leadership team workshops; Individual and group mentoring
- Cross faculty or faculty specific sessions
- Junior, middle or senior school specific

### FEE

Fees are determined based on preparation, travel, pre and post support involvement and resource provision. Detailed costs would be included in a Proposal specifically designed for your school.