

TOPIC: IMPROVING SCHOOLS WITH HIGHLY ABLE STAFF

DESCRIPTION

Schools need a school-wide, professional team of highly able staff, which includes those who take an active leadership role beyond the classroom. Schools need strong processes and procedures to encourage a shared responsibility for wellbeing, learning and success. A culture of continuous professional improvement that includes all teaching and non-teaching staff should be in place.

AREAS OF FOCUS

STAFF EXPERTISE

Staff are experts in the field in which they work. They all possess very high levels of knowledge and skill in their area. Is your school measuring this expertise, knowledge and skill and are your staff using evidence based practice?

A COLLECTIVE SPIRIT

Do all staff take both a personal and collective responsibility for the learning and wellbeing outcomes of the students of the school and for the wellbeing of one another? Is there a spirit of real collaboration and respect evident?

EVALUATION AND GOAL SETTING

Are processes in place for all staff to reflect on their current practice, receive the feedback of their peers and plan and implement a professional growth plan?

PROFESSIONAL LEARNING

Does a culture exist which supports the professional growth of all staff and encourages ongoing professional learning?

OPTIONS

Improving Schools Australia can facilitate discussions, research and processes that can help the school to identify solutions for building and maintaining a highly able staff.

Improving Schools Australia offers support in this topic through:

- Review processes to capture and report on your school's current professional growth policies and practices
- 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.