

**LEAP Action Learning Report 2012**

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| Topic area  (The What) | Leadership & Management  Methods and strategies to develop in schools:   * A strong culture of collegiality where staff interact positively and sensitively. * Distributed leadership and empowerment of all staff. * A community committed to continuous improvement and common goals.   To compare practices with international schools. |
| Context  (The Where and When) | Diverse primary schools within Ontario |
| Research methods  (The How) | Interviews with principals and staff  Shadowing principals and staff  Classroom observations |
| Initial findings | Each school leader is unique in the manner or method in which they proceed to develop and maintain a strong collegial culture committed to continuous improvement but there is always an alignment with DEC school leaders’ practices which prioritise:  \*Providing continual staff support, utilising staff expertise, addressing individual needs, knowing each staff member on a personal basis and making daily contact regardless of the size of the school.  \*Maintaining high visibility in the school and being easily accessible to staff, parents and students by having an open door policy.  \*Establishing a genuine connection with staff, parents and students by having developed a rapport based on trust and mutual respect.  \*Having high expectations for staff, students and themselves and ensuring that all are modelling the school’s values and practices.  \*Recognising continually the accomplishments of individual staff members and constantly promoting the fact that all staff lead and are leaders.  \*Resolving conflict in the workplace quickly and effectively and ensuring a whole school team ethos and a harmonious school environment prevails.  \*Building a shared vision for the school in collaboration with the community to which all are strongly committed through ongoing communication.  \*Focussing on continuous professional learning aligned to school targets that is real and meaningful and is directly related to classroom practice.  \*Providing staff with the resources to implement quality teaching and learning in the classroom to meet the needs of all students.  \*Assisting staff develop their own professional goals, supporting the achievement of these goals and continually modelling their own commitment to lifelong learning and professional development. |
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