

Emerging Leaders Program
Vision Statement & Outline

Dandenong High School



Preamble

In 2012 the School Leadership Team, comprised of the Executive Leadership Team, House and Assistant House Leaders, Domain Leaders and Curriculum Leaders, developed a framework for the Emerging Leaders Program which is to be implemented in the school in Term 1 of 2013.

Vision and Purpose of the Program

The Dandenong High School Emerging Leaders Program is designed to promote and recognise the importance of leadership at the school. It does not replace external leadership Professional Development but is intended to complement and further extend the learning and experiences of school leaders and future school leaders. The structure of the program reflects the Distributed Leadership model and the leadership support processes that exist at Dandenong High School. It is specifically tailored to the unique needs of the school and designed to support the implementation and further development of the school Vision. The program has the following aims:

- Build the leadership capacity of current school leaders and future school leaders
- Ensure sustainability in school leadership by identifying staff who have potential or are demonstrating leadership skills or interest in school leadership
- Ensure staff professional growth by providing opportunities for targeted professional learning focussed on leadership
- Communicate a shared understanding of the school Vision and leadership vision throughout the school
- Introduce staff to a greater awareness of “systems knowledge” including; Department operations and procedures in relation to school leadership and application processes for leadership positions outside the school
- Provide a “hands on”, “dynamic” program that provides applicants the opportunity to experience leadership scenarios, situations and what being a school leader actually means at Dandenong High School and develop strong relationships between the House leader and staff members in their House

Program Outline

The Program will be made up of three distinct but inter-related elements. The participant will need to undertake all three parts of the program and complete assessment tasks related to each element, which includes an Individual Project, a written Reflection to the School Leader and a Group Oral Presentation based upon a scenario task.

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Mentor Sessions with House Leader and School Leader Session

- House Leaders will be Mentors to three Program participants
- The House Leader will meet with the team of three
- There will be 3 x 75 minute sessions per Term
- The sessions are private and confidential

- The purpose of the sessions is to support the participants in undertaking the Scenario Task and Group Oral Presentation
- The Mentor Sessions will have a set structure to enable a range of skills and knowledge to be explored and to ensure consistency for all participants
- Each Program participant will have 2 sessions with a School Leader
- There will be one session per Term of 75 minutes in duration
- The session will be one-on-one with the participant and will be private and confidential
- The purpose of the sessions is to enable the School Leader to share their leadership experience and provide an understanding of their whole school role, such as Daily Organisation, ICT Management or Curriculum/Domain Leadership
- Furthermore, the School Leader will support the participant in undertaking their Individual Project

Leadership Professional Learning Sessions

- These sessions will run throughout the duration of the Program
- There will be 3 sessions per Term, each will run for 2 ½ hours and will be located at the Jacaranda Community Centre
- All Emerging Leaders Program participants will attend in conjunction with the School Leadership Team of 26
- The sessions will have specific areas of focus embedded within workshops that involve a variety of learning tasks and guest speakers that are designed to deepen the leadership knowledge and skills of the participants

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Project Work Group Oral Presentation

- Each group of three participants will complete the “scenario project” with support from a House Leader/Mentor
- The project includes the participants developing a strategic plan as an Executive Leadership Team of a fictional High School
- The House Leader will meet with the team of three during the development of the project to support them in their work
- Each group will present their scenario-based Strategic Plan at the final “Celebration Session” at the conclusion of the Program

Individual Project

- Each participant will introduce an initiative, either Curriculum or House based, that will have value to the school and demonstrate their leadership development
- This initiative will be discussed in the individual School Leader sessions and be supported by the School Leader
- The participant will present a brief Written Report and Reflection of the development, implementation and assessment of the initiative

Technology to Support the Learning

- The participants will be supported in the development of their project work through the creation of an Emerging Leaders Online Learning Environment which will include a discussion board, blog and provide participants with Professional Reading

Timeline

- The Emerging Leaders Program will run in Term 1, Term 2 and Term 3 of 2013
- The Program will be offered to staff once every 2 or 3 years or depending on staff need
- The outline of the Emerging Leaders Program will be communicated to staff at the Staff Meeting on Monday 3rd September 2012
- The application process will commence in early Term 4 and successful applicants of the Program will be notified by mid-Term 4

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Application Process

- All staff at the school who are not currently in the School Leadership Team of 26 (Assistant Principals and Leading teachers) are eligible to apply for the Program
- The Principal, Susan Ogden, will email all staff asking for nominations for the Program, using the official Emerging Leaders Program Nomination Form
- The nomination form will ask staff to outline why they have applied for the Program and what leadership qualities they demonstrate
- Members of the School Leadership Team may encourage staff who they believe demonstrate leadership potential to nominate
- Interview Panels consisting of an Associate Principal, House Leader and School Leader will be formed
- All applicants for the Program will undertake a formal interview
- The interviews will take place in the first 6 weeks of Term 4 2012
- 21 successful applicants will be chosen to take part in the Emerging Leaders Program
- All staff that successfully complete the Program will receive a Certificate of Participation and Achievement that will be presented at a Staff Meeting following the conclusion of the Program
- Furthermore, the participants will receive a Statement of Professional Learning that outlines the specific areas and hours of Professional Development they have undertaken during the program