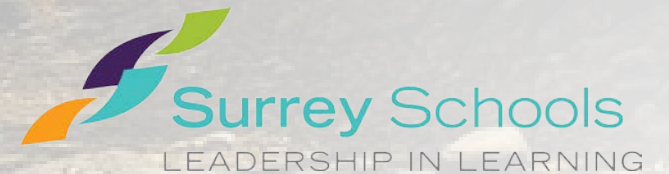


Leading By Design Info Session

Building Professional Capacity
2019-20



Our Vision



Our vision for leadership learning is to help formal and informal leaders create healthy, thriving and safe cultures within their school or team so that learning flourishes and the team or group can accomplish its goals.

The journey and the destination

- Connected to context
- Open to all
- Meaningful work- connected to student learning
- Network or Teams
- District Vision (system capacity) AND personalized (individual characteristics)
- Supported by research
- Not an add-on, but strengthens the work we are doing



Our definitions



We consulted with “thinking partners” including executive coaches, principals and vice principals, teachers, authors to develop working definitions or constructs that would guide our learning sessions:

- Coaching
- Mentoring
- Collaboration
- Shared Leadership

Our thinking is informed by...



Senge, Hamilton and Kania (2015) *The Dawn of System Leadership*

"In order to foster collective leadership...[we need] the ability to see the larger system...foster reflection & conversations, and shift the collective focus from reactive problems solving to **co-creating the future**. It is hard work and **cannot be done without partners** who share aspirations and challenges."

Our thinking is informed by...

J. Glaser(2013) *Conversational Intelligence*

"To get to the next level of greatness depends on the quality of our culture, the culture depends on the quality of relationships and that depends on our conversations."



Our thinking is informed by...



Learning Forward (2017) Key Indicators of Professional Learning

- Sustained and sustainable
- Linked over time
- Choice
- Collaborative
- Job-embedded (site-based context)
- Quality and Important Content
- Evidence-informed content
- Focus on student outcomes
- Balance of teacher voice and system coherence
- Fair access to effective and sustained support

Moving Forward

Our vision for leadership learning is to help formal and informal leaders create healthy, thriving and safe cultures within their school or team so that learning flourishes and the team or group can accomplish its goals.

Leadership learning in the Surrey School District is open to anyone in the district who has an interest in developing their own leadership.

Our overarching focus for 2019-20 is “Developing Teams”.



Moving Forward



Our areas of focus are intended to help participants focus on developing teams through the following:

- Developing Shared Leadership and Vision,
- Creating Collaborative Structures,
- Leading Ourselves,
- Leadership Mindset,
- Eliciting-Receiving-Giving Feedback, and
- Coaching and Mentoring

Clarity emerges after
you choose a target.



Selecting a focus

What do you hope to make happen in your department, school, committee, or team this year or in the next two years?



A focus...strength-based



- Your school, department or team direction
- Context
- Talk with others
- What makes you feel alive and excited about your work?
- Where do you feel somewhat confident but want to grow?
- In what area would you feel comfortable asking for feedback?

A Strength-Based Focus

Why is it important (to you, to your team, to student learning, to the district)?



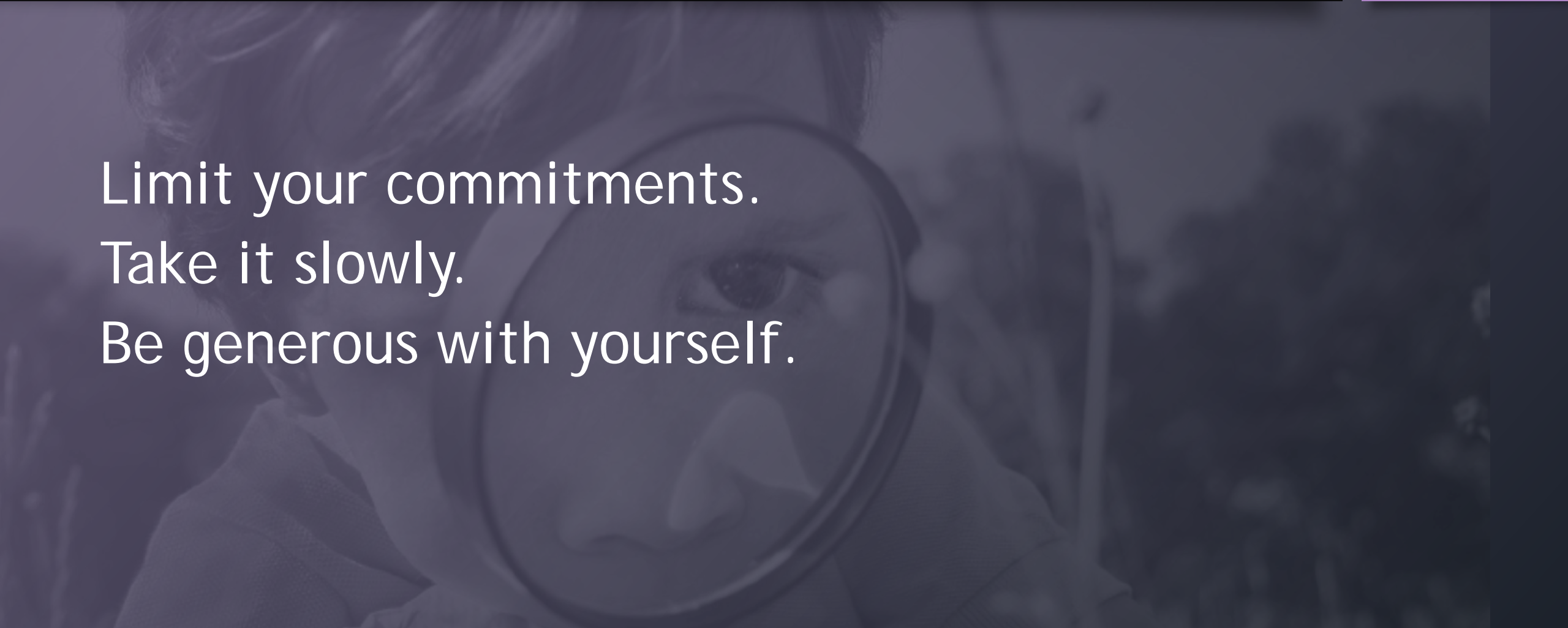
A close-up photograph of a young child with brown hair, looking through a magnifying glass. The child's eye is visible through the lens, which is held up to their face. The background is a bright, sunny outdoor setting with green grass and trees. A black text box is overlaid on the bottom left, and a solid purple rectangle is on the bottom right.

Selecting a focus

What leadership skills would you need to accomplish what you hope to achieve?

Selecting a focus

Limit your commitments.
Take it slowly.
Be generous with yourself.



The Content

- Leadership Mindset – Leading Ourselves First
- Cultivating Collaboration: A Whole New Superpower
- Shared Leadership and Vision
- Practice Analysis – Eliciting, Receiving and Providing Feedback
- Coaching as a Learning Partnership
- The Art of Coaching
- Mentorship Learning
- Planning for Important Conversations



Leadership Mindset

| | | | |
|---|---------|-----------|----------|
| Leadership Mindset - Leading Ourselves First 1A: Core Values & Alignment and Mindsets | Sept 19 | 3:45-5:30 | DEC 2020 |
| Leadership Mindset - Leading Ourselves First 1B: Internal & External Self-Awareness, Adaptive Leadership: Making it a Collective Responsibility | Oct 2 | 3:45-5:30 | DEC 2020 |
| Leadership Mindset - Leading Ourselves First 2A: Core Values & Alignment and Mindsets | March 5 | 3:45-5:30 | DEC 2020 |
| Leadership Mindset - Leading Ourselves First 2B: Internal & External Self-Awareness, Adaptive Leadership: Making it a Collective Responsibility | April 2 | 3:45-5:30 | DEC 2020 |

Cultivating Collaboration: A Whole New Superpower with Karen Dawson

| | | | |
|---|-------|------------|----------|
| Cultivating Collaboration: A Whole New Superpower, Part 1 (K.Dawson) | Oct 1 | 12:30-3:00 | DEC 2202 |
| Cultivating Collaboration: A Whole New Superpower, Part 2 (K.Dawson) | Nov 5 | 12:30-3:00 | DEC 2202 |

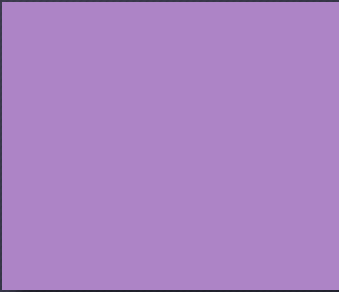
Productive Conversations & Team Dynamics with Raj Dhasi

| | | | |
|---|--------|----------|---------|
| Candid and Constructive Conversations <ul style="list-style-type: none">• Why critical conversations don't happen and the outcome• How to prepare for, set up, and engage in a constructive conversation• How to manage degrees of defensiveness that derail conversations | Oct 30 | 4-7 p.m. | REC 304 |
| Facilitating Team Dynamics: Achieving Movement <ul style="list-style-type: none">• Preparing for team conversations.• Recognizing the multiple layers at play during group processes.• Applying key skills and strategies for managing complex behaviours. | Nov 20 | 4-7 p.m. | REC 304 |

Shared Leadership and Vision

| | | | |
|--|--------|-----------|----------|
| Shared Leadership and Vision 1A: Knowing Ourselves and our Teammates; Fostering Safety and Trust | Oct 15 | 3:45-5:30 | DEC 2020 |
| Shared Leadership and Vision 1B: Creating and Applying tools and strategies that unleash the power of teams | Nov 12 | 3:45-5:30 | DEC 2020 |
| Shared Leadership and Vision 1C: Stages of Team Development, Adult Learning Theory and Application | Dec 3 | 3:45-5:30 | DEC 2020 |
| Shared Leadership and Vision 2A: Knowing Ourselves and our Teammates; Fostering Safety and Trust | Oct 29 | 9-11 a.m. | DEC 2020 |
| Shared Leadership and Vision 2B: Creating and Applying tools and strategies that unleash the power of teams | Nov 19 | 9-11 a.m. | DEC 2020 |
| Shared Leadership and Vision 2C: Stages of Team Development, Adult Learning Theory and Application | Jan 8 | 9-11 a.m. | DEC 2020 |
| Shared Leadership and Vision 3A: Knowing Ourselves and our Teammates; Fostering Safety and Trust | Feb 19 | 3:45-5:30 | DEC 2020 |
| Shared Leadership and Vision 3B: Creating and Applying tools and strategies that unleash the power of teams | Ap 1 | 3:45-5:30 | DEC 2020 |
| Shared Leadership and Vision 3C: Stages of Team Development, Adult Learning Theory and Application | May 6 | 3:45-5:30 | DEC 2020 |

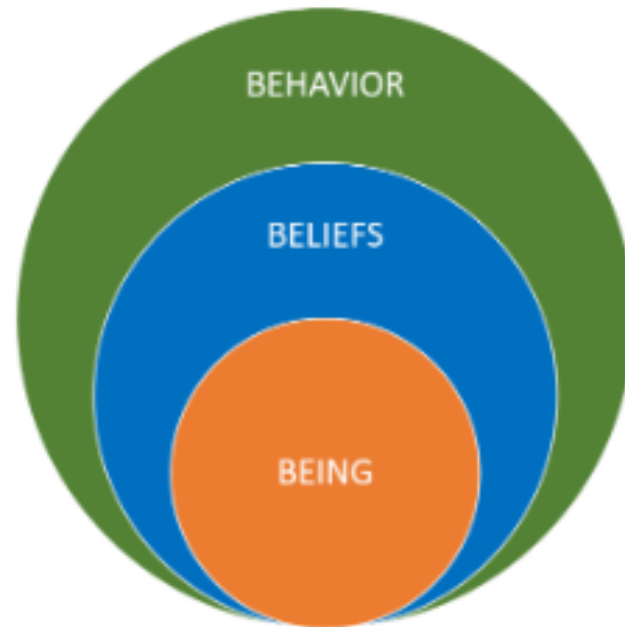
Feedback – with Raj Dhasi



| | | | |
|---|--------|-----------|----------|
| Eliciting and Receiving Feedback for Optimal Growth <ul style="list-style-type: none">• How to set the stage to ensure people feel safe enough to provide you with feedback.• The fundamentals of receiving feedback well.• What to do after you have received the feedback: Action plan and reporting back. | Oct 23 | 3:45-5:45 | REC 304 |
| Giving Feedback with Finesse <ul style="list-style-type: none">• Why bother giving the feedback• A step-by-step process for giving feedback so that people can digest it• Managing micro and macro levels of defensiveness• What to do afterwards | Jan 7 | 3:45-5:45 | DEC 2020 |

Coaching as a Learning Partnership

COACHING ACTIONS



Coaching as a Learning Partnership



| | | | |
|---|---------|-----------|----------|
| Coaching as a Learning Partnership 1A: Adult Learning Theory and Application, Core Values, Exploration of Types of Coaching, Dispositions of Coaches | Sept 18 | 3:45-5:30 | DEC 2020 |
| Coaching as a Learning Partnership 1B: Components of Coaching, Foundations of Effective Communication | Oct 9 | 3:45-5:30 | REC 206 |
| Coaching as a Learning Partnership 1C: Questioning and Deep Listening Techniques, Learning and Coaching Mindsets | Nov 6 | 3:45-5:30 | DEC 2020 |
| Coaching as a Learning Partnership 1D: Applying listening and questioning techniques | Jan 14 | 3:45-5:30 | DEC 2020 |
| Coaching as a Learning Partnership 2A: Adult Learning Theory and Application, Core Values, Exploration of Types of Coaching, Dispositions of Coaches | Feb 11 | 3:45-5:30 | DEC 2020 |
| Coaching as a Learning Partnership 2B: Components of Coaching, Foundations of Effective Communication | Mar 4 | 3:45-5:30 | DEC 2020 |
| Coaching as a Learning Partnership 2C: Questioning and Deep Listening Techniques, Learning and Coaching Mindsets | April 7 | 3:45-5:30 | DEC 2020 |
| Coaching as a Learning Partnership 2D: Applying listening and questioning techniques | May 5 | 3:45-5:30 | DEC 2020 |

Book Study: The Art of Coaching

The Art of Coaching by Elena Aguilar -

Handing out books, meeting our fellow participants, deciding who will take the lead for each session moving forward.

Sept
17

3:45-
4:30

DEC
2201

To register: HUB - Useful Links - Workshop Registration

The screenshot shows a web interface with a teal header bar containing the text "Useful Links" and "People". Below the header, a purple bar labeled "Following" is visible. The main content area is divided into two columns of links. The left column includes "Technology Support", "Agreements/Handbooks", and "Employee Perks". The right column includes "District Communication", "District Support Services", and "Training". At the bottom of the main content area, there is a section titled "My Announcements" with the text "Nothing has been posted here recently." To the right of the main content area, a dropdown menu is open, listing various links. The link "Workshop Registration" is circled in purple. Below the dropdown menu, there is a button labeled "SUGGEST A LINK" and an information icon.

Useful Links ▾ People ▾

Following

Technology Support

Agreements/Handbooks ▸

Employee Perks

District Communication

District Support Services

Training

My Announcements

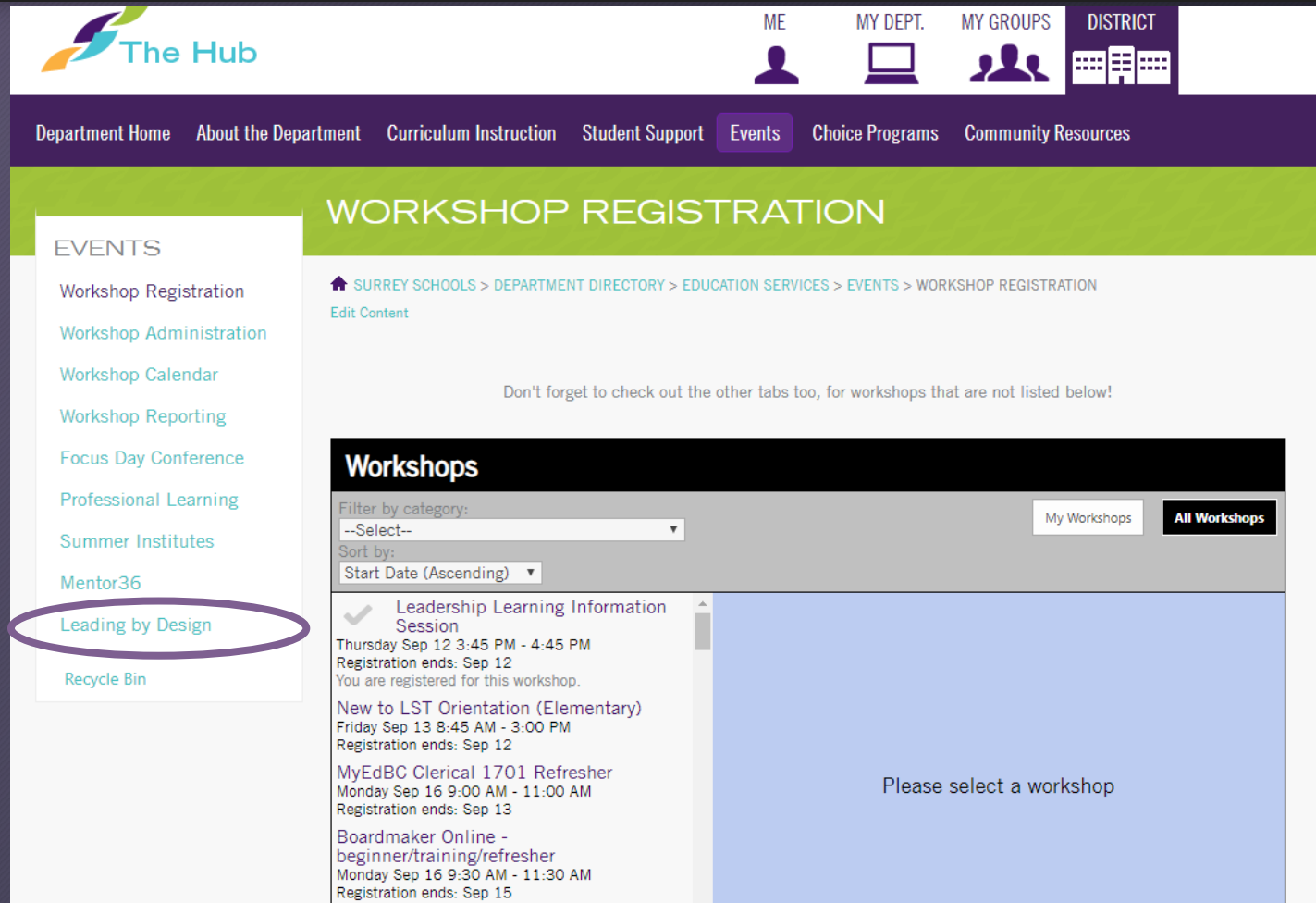
Nothing has been posted here recently.

- Arts Education
- Careers at Surrey Schools
- Communicating Student Learning
- Department Directory
- Digital Resources
- District Forms
- Employee Essentials
- Employee Self-Service (ESS)
- Hub Help
- Human Resources
- IMS Service Desk
- MyEdBC
- Office 365 Support
- Policies and Regulations
- Staff page
- Workshop Registration

SUGGEST A LINK

i

To register: HUB – Useful Links – Workshop Registration – Leading by Design



The screenshot shows the 'The Hub' website interface. At the top, there's a navigation bar with 'ME', 'MY DEPT.', 'MY GROUPS', and 'DISTRICT' links, each with an icon. Below this is a secondary navigation bar with links: 'Department Home', 'About the Department', 'Curriculum Instruction', 'Student Support', 'Events' (highlighted), 'Choice Programs', and 'Community Resources'. The main content area has a green header 'WORKSHOP REGISTRATION'. On the left, an 'EVENTS' sidebar lists various links, with 'Leading by Design' circled in purple. The main content area includes a breadcrumb trail: 'SURREY SCHOOLS > DEPARTMENT DIRECTORY > EDUCATION SERVICES > EVENTS > WORKSHOP REGISTRATION'. Below this is a message: 'Don't forget to check out the other tabs too, for workshops that are not listed below!'. The 'Workshops' section features a filter by category dropdown (set to '--Select--'), a sort by dropdown (set to 'Start Date (Ascending)'), and two tabs: 'My Workshops' and 'All Workshops'. The 'All Workshops' tab is active, showing a list of workshops. The first workshop is 'Leadership Learning Information Session' on Thursday Sep 12, 3:45 PM - 4:45 PM, with registration ending Sep 12. The second is 'New to LST Orientation (Elementary)' on Friday Sep 13, 8:45 AM - 3:00 PM, with registration ending Sep 12. The third is 'MyEdBC Clerical 1701 Refresher' on Monday Sep 16, 9:00 AM - 11:00 AM, with registration ending Sep 13. The fourth is 'Boardmaker Online - beginner/training/refresher' on Monday Sep 16, 9:30 AM - 11:30 AM, with registration ending Sep 15. A large blue box on the right says 'Please select a workshop'.

The Hub

ME MY DEPT. MY GROUPS DISTRICT

Department Home About the Department Curriculum Instruction Student Support **Events** Choice Programs Community Resources

WORKSHOP REGISTRATION

[SURREY SCHOOLS](#) > [DEPARTMENT DIRECTORY](#) > [EDUCATION SERVICES](#) > [EVENTS](#) > WORKSHOP REGISTRATION

[Edit Content](#)

Don't forget to check out the other tabs too, for workshops that are not listed below!

Workshops

Filter by category: --Select--

Sort by: Start Date (Ascending)

My Workshops All Workshops

- ✓ Leadership Learning Information Session
Thursday Sep 12 3:45 PM - 4:45 PM
Registration ends: Sep 12
You are registered for this workshop.
- New to LST Orientation (Elementary)
Friday Sep 13 8:45 AM - 3:00 PM
Registration ends: Sep 12
- MyEdBC Clerical 1701 Refresher
Monday Sep 16 9:00 AM - 11:00 AM
Registration ends: Sep 13
- Boardmaker Online - beginner/training/refresher
Monday Sep 16 9:30 AM - 11:30 AM
Registration ends: Sep 15

Please select a workshop

EVENTS

- Workshop Registration
- Workshop Administration
- Workshop Calendar
- Workshop Reporting
- Focus Day Conference
- Professional Learning
- Summer Institutes
- Mentor36
- Leading by Design**
- Recycle Bin

Lists all of the learning on this page – back to workshop registration to sign up.

LEADING BY DESIGN OPPORTUNITIES

[SURREY SCHOOLS](#) > [DEPARTMENT DIRECTORY](#) > [BUILDING PROFESSIONAL CAPACITY](#) > LEADING BY DESIGN

[Edit Content](#)

Leadership Learning 2019-2020



Whether you lead a class, a department, a grade level group of teachers, a school, a district, a committee, a team of technicians or any other group of adults or students, in both formal and informal leadership roles, you have a direct impact on

the culture and outcomes of your team, school, department or group by the way you lead. Our vision for leadership learning is to help you create healthy, thriving and safe cultures within your school or team so that learning flourishes and your team or group can accomplish its goals. Leadership learning in the Surrey School District is open to *anyone* in the district who has an interest in developing their own leadership. Our overarching focus for 2019-20 is "Developing Teams".

Our Focus Areas for 2019-2020

Under the umbrella of "Developing Teams" our department has selected leadership learning in several focus areas. The areas selected were done so through consultation with teachers, principals, vice principals and district staff. Our areas of focus are intended to help participants focus on developing teams through the following: Developing Shared Leadership and Vision, Creating Collaborative Structures, Leading Ourselves, Leadership Mindset, Eliciting-Receiving-Giving Feedback, and Coaching and Mentoring.

Planning Your Leadership Learning Journey

To plan your leadership learning journey we recommend you consider the needs in your context and follow this process:

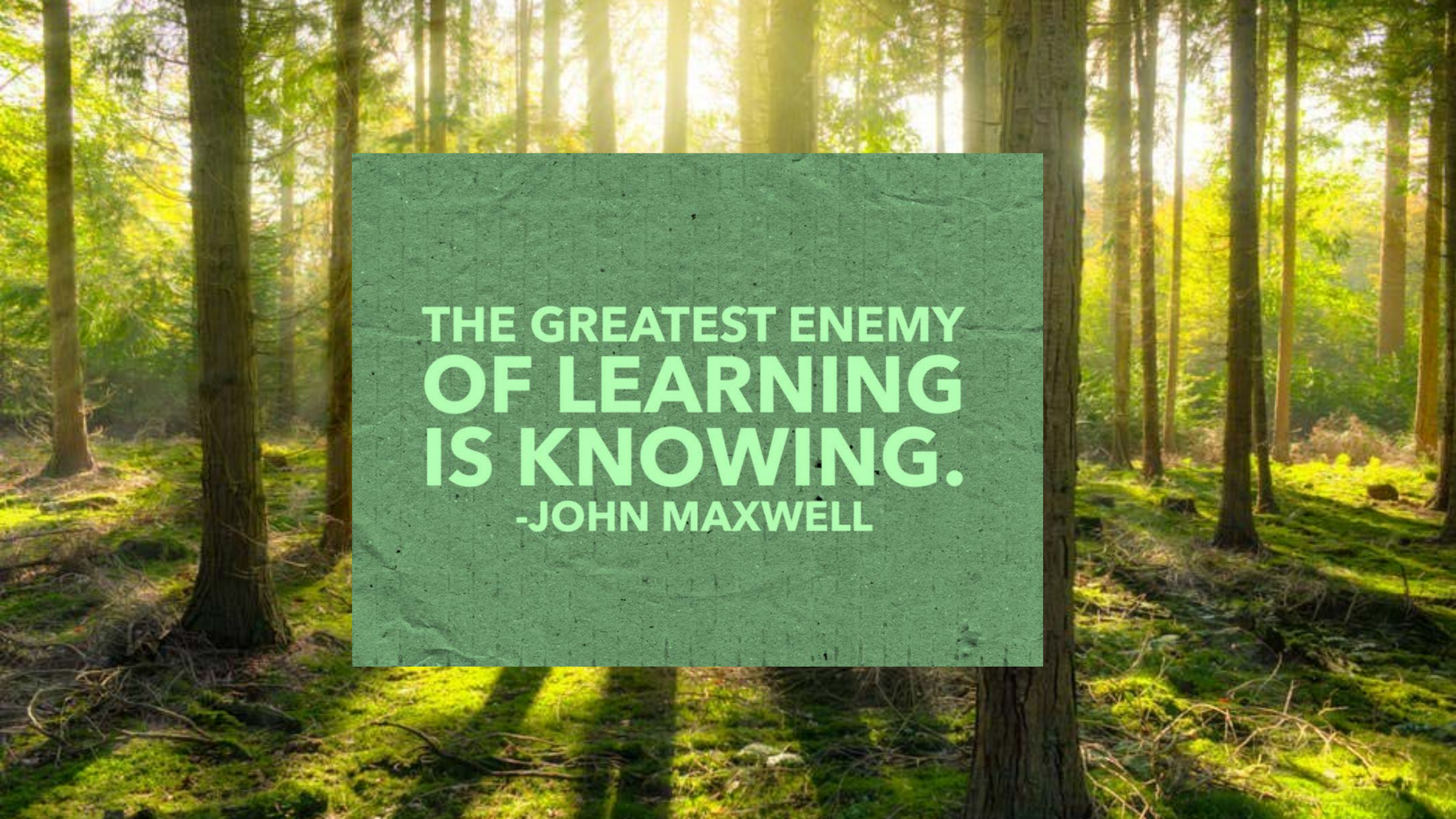
Our Vision



Our vision for leadership learning is to help formal and informal leaders create healthy, thriving and safe cultures within their school or team so that learning flourishes and the team or group can accomplish its goals.

“What you get by achieving your goals is not as important as what you become by achieving your goals.” - Goethe



A photograph of a forest with tall, thin trees and sunlight filtering through the canopy. A green textured box is overlaid in the center, containing a quote in white text.

**THE GREATEST ENEMY
OF LEARNING
IS KNOWING.
-JOHN MAXWELL**



We live in a world that our questions create. - K Dawson



