Leading By Design Info Session

Building Professional Capacity
2019-20

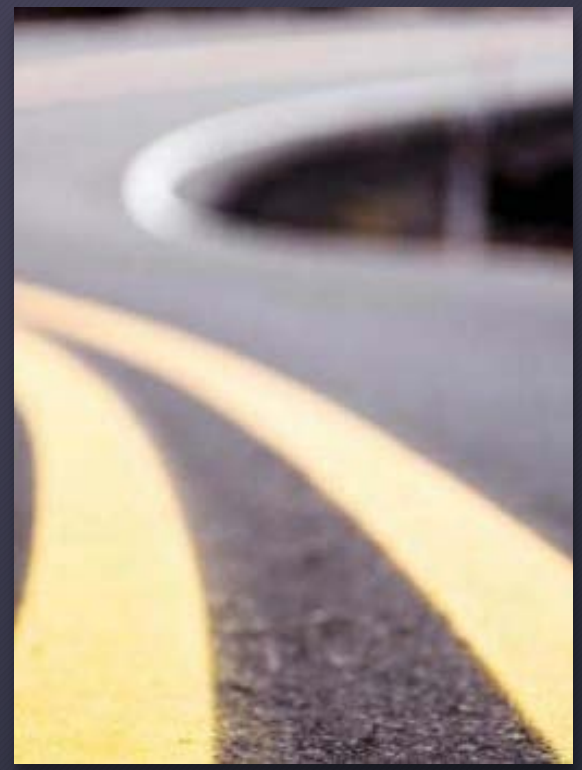
Surrey Schools
LEADERSHIP IN LEARNING

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?

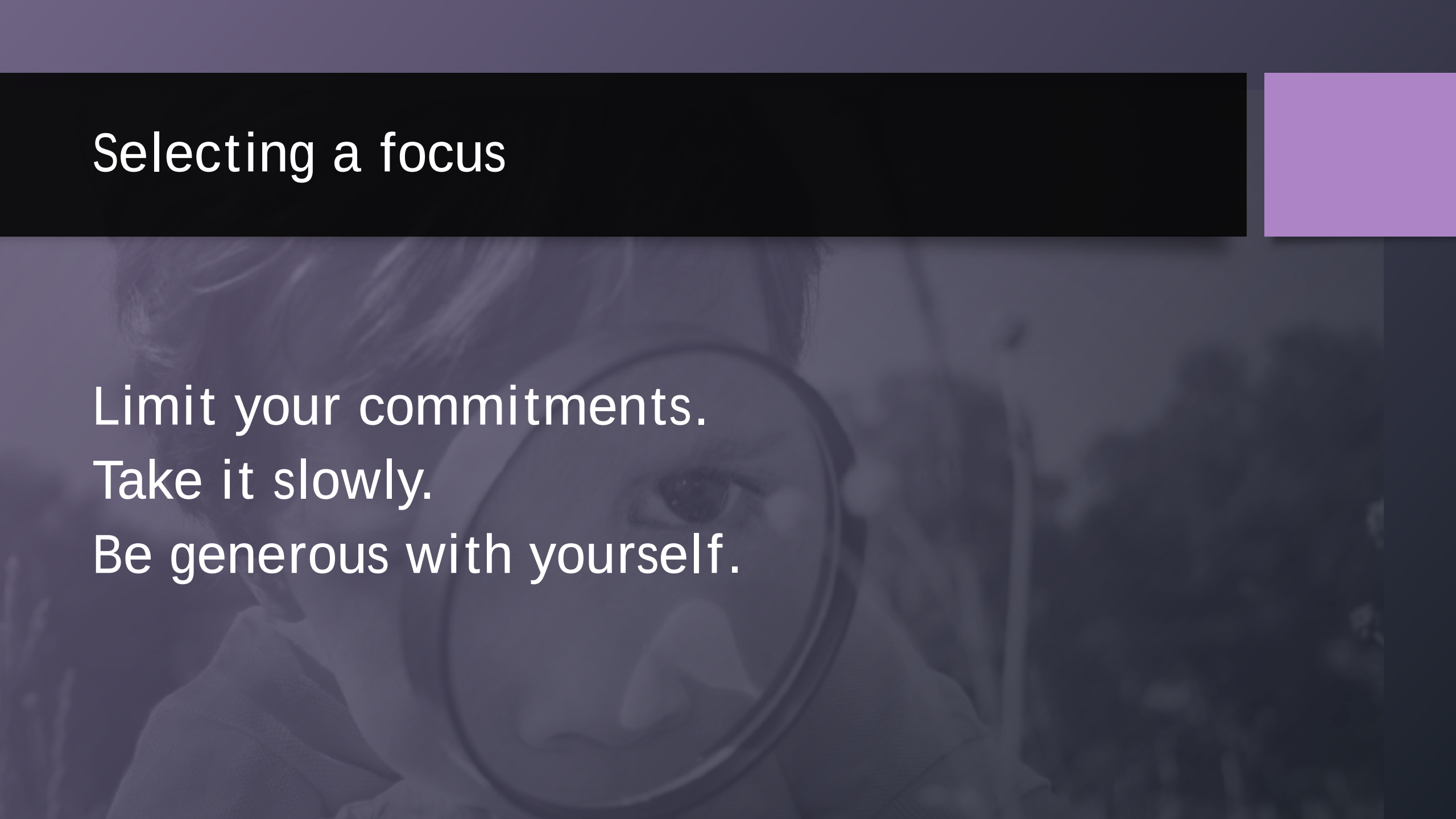
A Strength-Based Focus

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

Selecting a focus

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

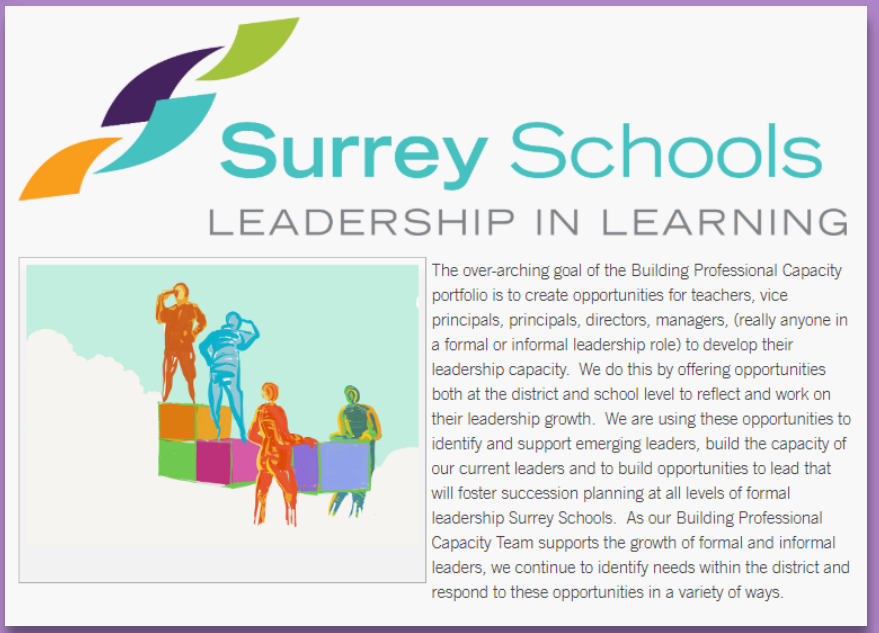
Selecting a focus



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 • 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 • 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 • 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 • 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

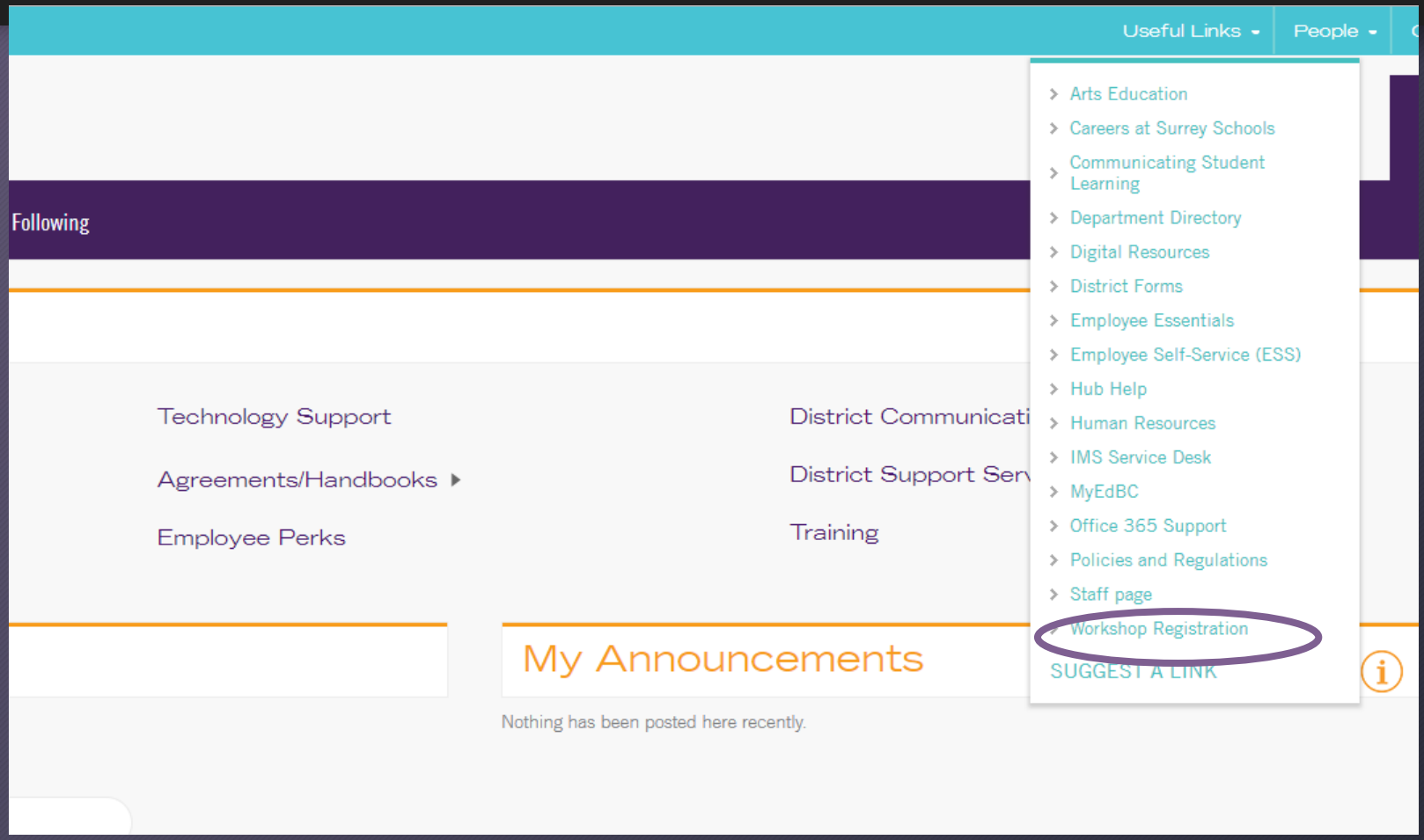
Coaching as a Learning Partnership

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

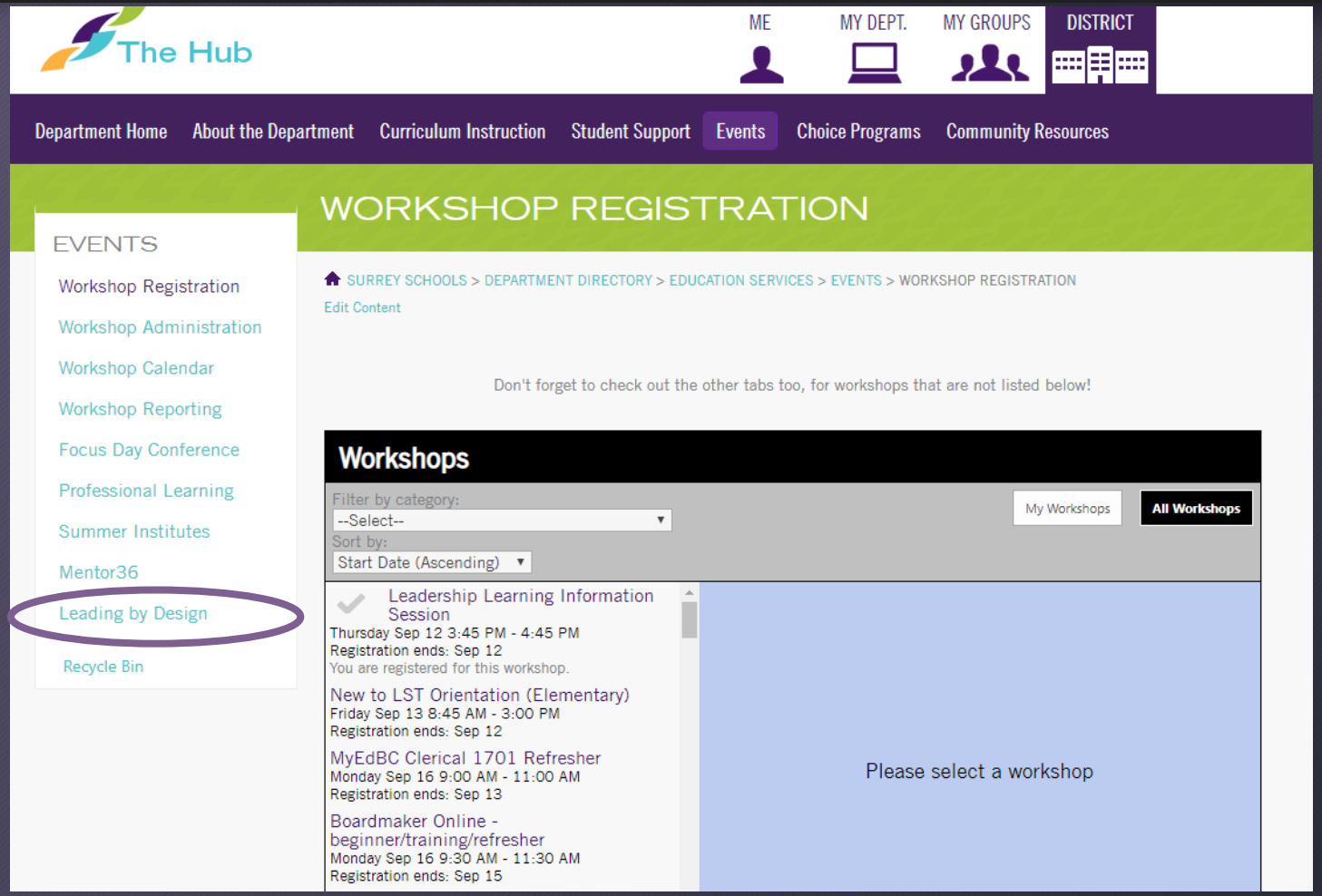
Book Study: The Art of Coaching

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



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



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

Surrey Schools
LEADERSHIP IN LEARNING

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.

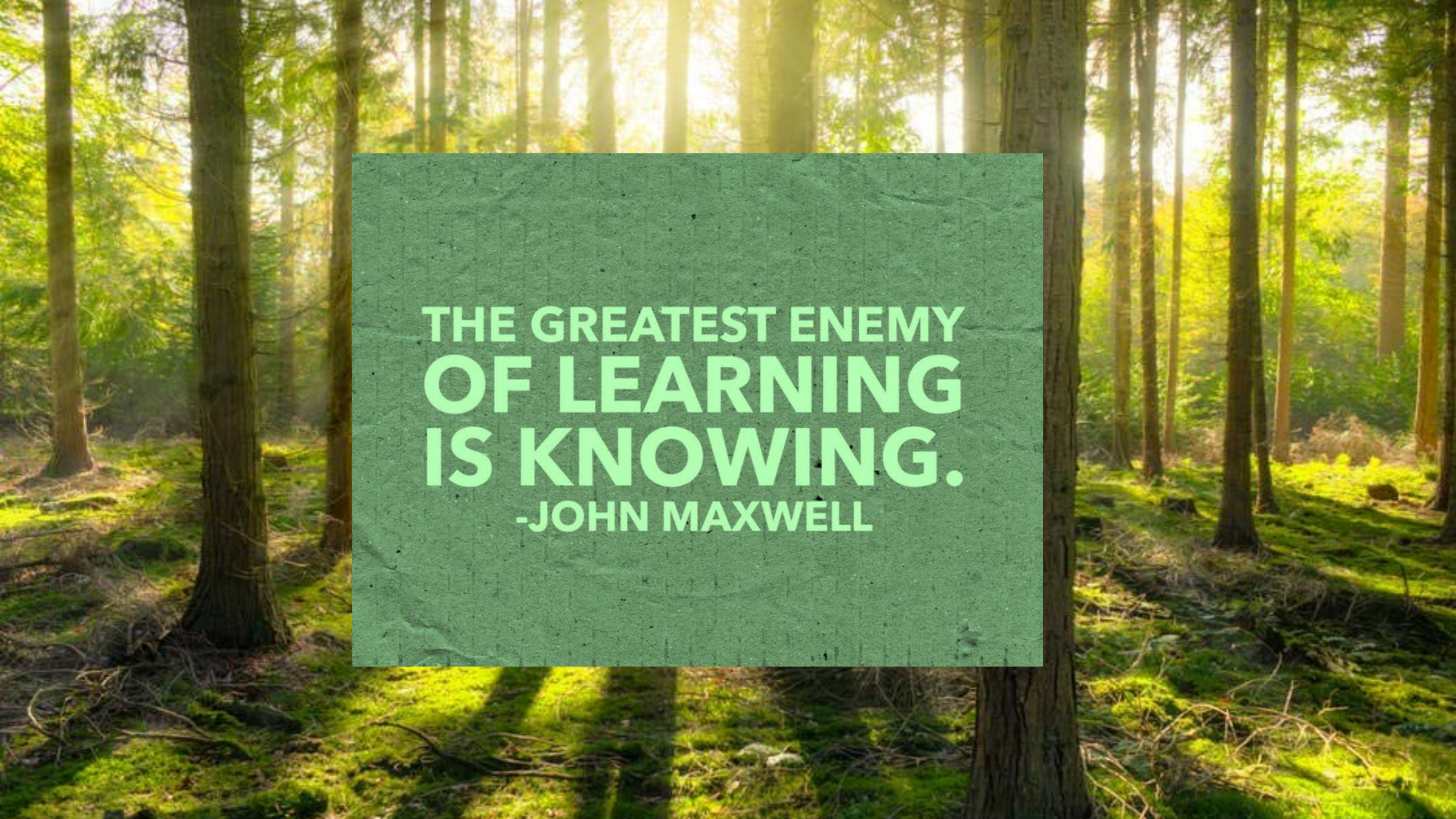
Planning Your Leadership Learning Journey

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


THE GREATEST ENEMY
OF LEARNING
IS KNOWING.
-JOHN MAXWELL

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

thanks