



HUMAN LEADERSHIP DEVELOPMENT - IMPROVEMENT PROJECT PLAN

DETAILED PROJECT PLAN

Between Workshop 1 (Development) in May and Workshop 2 (Review) in November 2007, HLD program participants will develop and commence implementing a Human Leadership Development project that is consistent with and aligned to their school's strategic plan/Annual Implementation Plan and that is intended to improve student learning.

For the four sections below, please provide the following information:

HLD participant name:

1. HLDP (Human Leadership Development Project)

My proposed HLDP is aligned with the following strategic plan/Annual Implementation Plan priority at my school:

The aim of my project is to complete a whole school self evaluation that links in with both successfully completing our school review and the writing of our new Strategic Plan. In conjunction with this the aim would be to make further in-roads to building o the establishment of a "Learning Community" in Xxxxxxxxxx. This would include (as per our AIP) the review school mission, vision and values, staff code of conduct statements, the building of a better team, along with the establishment of a clear direction/ focus for the school.

My HLDP :

- **Establish our school purpose & values through community consultation.**
- **Engage resistant staff and other community members in meaningful discussions centered around both the needs and benefits**
- **Building on the promotion of, and the structure for, the further development of a 'Learning Community'**
- **Develop a clear understanding among staff of roles and responsibilities, code of conduct and their relationship in the Xxxxxxxxxx jigsaw**

2. Evidence of need:

Please identify the basis of the focus for your project. That is, what tools were helpful and what evidence was used to point to the needs (your own and others') that you are addressing in your project?

Re Self:

Tools from the folder:

¹Cairns, L., & Gray, J., (2005) Leadership Self Appraisal Scale

²Smith, Perry, M. (Major General), USAF (Ret) Learning to Lead , Marine Corps Gazette, December 2001

Identification of the three areas I need to work on:

- **Developing relationships**
- **Managing my emotions**
- **Organization my time**

Most prolific time consumers:

- **Student conflict resolution**
- **Staff conflict / complaint resolution**
- **Parent communication centered around student conflict etc..**

Re Others:

- **The need for ownership and the establishment of roles and responsibilities within the entire school community. Establish individual role clarity.**
- **The need to maximise the available resources within the school community both physical and human.**
- **Thematic communication and conflict resolution**
- **Develop trusting relationships through addressing emotions and establishing safety.**

3. Implementation Action Steps

List the action steps to be taken to implement your HLDP according to the two key elements: Developing self and developing others.

Developing Self

Establish school purpose and school values through whole school consultation and in doing so develop self through extending my ability to communicate a need for these

¹ Provided at Instruments tab.

² Provided at Instruments tab.

elements and to market the benefits. Develop clear understanding among students, staff, parents and whole school community of how we will collectively reflect the school purpose and the school values in our daily actions, in doing so develop teaching & learning skills, along with essential being able to convert vision into reality. Establish an understanding for the need to establish a Learning Community in XXXXXXXXXX and establish and clarify roles and responsibilities both in the establishment and function of the Learning Community. Develop self by moving resistance and creating alignment and unification of a whole school community.

Developing Others

Develop others ability to see the need for the vision and develop their capacity to be able to liken their role and responsibility to that of a key piece of a jigsaw. To develop in others their ability to see themselves as role modeling the school values and working toward to the school purpose, to build a clearer understanding in them of the importance of their role through role clarification. To develop a team concept by encouraging and developing their ability to look at new situations or changes, and apply a similar degree of analytical ability to the new situation in order to achieve the desired outcome. Encourage others to see the value of a whole school / united approach as opposed to an individualistic one.

4. Please complete a SWOT analysis for your Implementation Plan

<p style="text-align: center;">Strengths</p> <ul style="list-style-type: none"> • Informed community members • Renewed sense of team • Increased school and community connectedness • Reduced Bullying • Reduced time spent dealing with staff and student issues 	<p style="text-align: center;">Weaknesses</p> <ul style="list-style-type: none"> • Community members unable to see benefits • Task becomes to challenging • Staff unable to benefit of community involvement
<ul style="list-style-type: none"> • Increased school promotion • Increased communication • Increased sense of connectedness <p style="text-align: center;">Opportunities</p>	<ul style="list-style-type: none"> • Ineffective communication • Staff blockers • Funding • Student numbers <p style="text-align: center;">Threats</p>

5. Self Development Actions

Aspects to be developed	Relevant Developmental Learning Framework for School Leaders Human Leadership Capability/ies	Specific development actions	People involved (eg colleagues, principal, staff at other schools)	Timeline	Expected outcome(s)
<p>My ability to promote a work environment that is based on trustworthiness and safety. An environment within which people can strengthen their professional relationships with each other and thereby become less anxious and resistant about getting involved in new learning. Where people can safely self-critique, and comfortably give and receive feedback and be more confident about collaborative professional learning.</p>	<p>“ I will endeavor to ensure the establishment of an environment where all members of the school community feel accepted and valued”</p> <p>“ I will monitor the effectiveness of teaching and learning interventions provided”</p> <p>“ I will create opportunities for informal interaction amongst staff and parents”</p> <p>“I instigate ways for groups within the school to engage with each other in purposefully to build relationships within the school and the wider school community”</p>	<p>1) I will keep a daily journal to record my reflections about my own emotions in response to the apparent resistance of others, and will reflect on the emotions that seem to be felt by others.</p> <p>2) I will communicate, daily / weekly with one or more trusted colleagues about my reflections and in order to develop greater awareness and capabilities, to assist my understanding of any challenges that I may be struggling with.</p>	<p>Self</p> <p>Self + individual Staff (as required or available)</p>	<p>1) Journal of reflections on my own and others emotions to commence May 21.</p> <p>2) commence immediately</p>	<p>A) Improvement in my social and emotional self-awareness;</p> <p>B) Increased connectedness in professional relationships with people who have seemed to be blocking or resisting getting involved in school based initiatives</p> <p>C) Development of a safe space culture (secure base) for staff to begin to become more involved in school based initiatives as part of change management</p> <p>D) increased levels of trust and safety among group members</p>

		<p>3) I will introduce a self- assessment tool the purpose of establishing individual staff members level of engagement in our school initiative</p> <p>a) for private use – in self-reflection only</p> <p>b) for reference in performance review meetings</p> <p>c) for planning and tracking purposes when looking at shifts in levels of engagement and participation</p>	Self + staff	<p>3) Introduction of self- assessment tool re level of engagement at staff meeting July</p>	<p>and higher levels of engagement in professional learning and improvement in classroom teaching and learning practices.</p> <p>E) increased levels of engagement of all members including those presently resistant.</p>
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The information in Sections 1-3 has been discussed with, and approved by, my principal and or immediate manager.

HLD Participant's signature:

Principal/Manager's name:

Principal/Manager's signature:

Date: