



LEADING WITH SYNERGY, STRATEGY AND SAGACITY

LEADERSHIP & TEACHER QUALITY
PROFESSIONAL LEARNING OFFERINGS 2023

WELCOME

Welcome to this year's offerings from AISWA's School Leadership and Teacher Quality team. The unifying ideas, leading with strategy, synergy and sagacity, aim to encourage reflection and growth for leaders at all levels. The variety of programs and projects on offer invite you to build your own leadership pathway, sharpening existing skills and opening yourself to investigating how the wrinkles and itches of our lives, are the gateway to new opportunity. Now is the time to move forward bringing people together, building synergy, igniting passion and connecting to our 'why'.

I hope you find something here to interest you and that you will come and join us sometime in 2023.

Warmly
Nicola

MEET THE SCHOOL LEADERSHIP & TEACHER QUALITY TEAM



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LEADERSHIP PATHWAYS

Pathway 1 - Teacher Leaders (Germinating & Growing)	6	8	10	12	14	16				
Pathway 2 - Future school leaders (Flourishing)	18	20	22	24	26	28	30	32	34	36
Pathway 3 - Enhancing school leadership (Gilding)	38	40	42	44	46					
Pathway 4 - Supporting Leadership (Gardening)	48	50	52	54						

AISWA

Association of Independent Schools of Western Australia

Suite 3/41 Walters Drive

Osborne Park, WA 6017

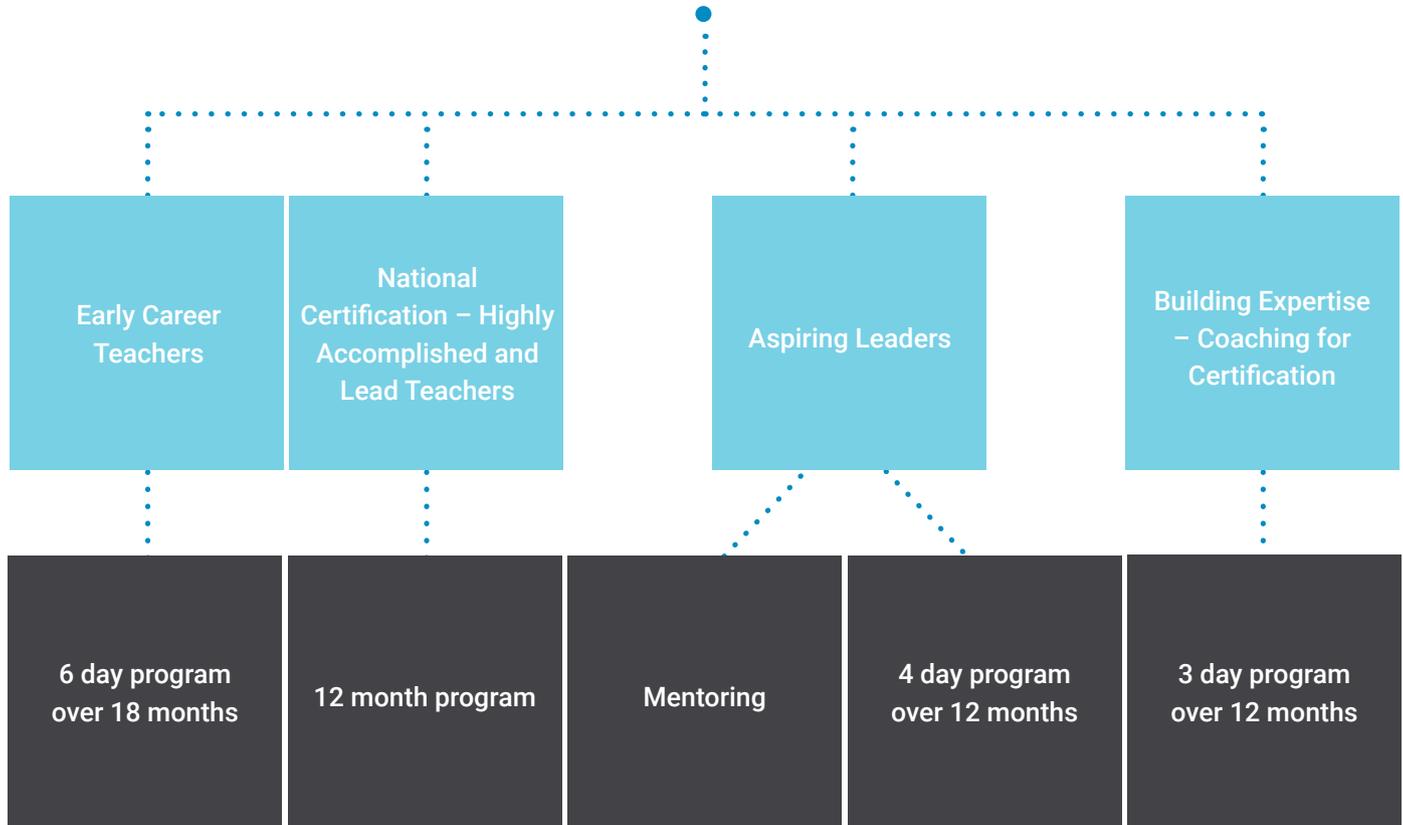
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PATHWAY ONE

TEACHER LEADERS



GERMINATING & GROWING

EARLY CAREER TEACHERS



**“EDUCATION IS THE MOST POWERFUL WEAPON WE CAN USE
TO CHANGE THE WORLD” - Nelson Mandela**

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EARLY CAREER TEACHERS

Cohort - 2023 Days 1-4

Cohort - 2022 Days 5-6

DATES

Cohort - 2023 23-24 Feb, 5 May,
18 Aug

Cohort - 2022 19 May, 11 Aug

COST

Cohort - 2023 \$400 (days 1-4)

Cohort - 2022 \$200 (days 5-6)

COURSE NUMBER

PL 13586 (2022 course cohort)

PL 13537 (2023 course cohort)

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

This researched-based, scoped and sequence course is designed to meet the needs of Early Career teachers (ECTs). We assist Early Career Teachers to develop a sense of agency, identity and purpose as their capacity grows through an in-depth exploration of teacher and professional identity, engagement and reflective and responsive feedback.

Consisting of 6 days, 4 in the first year and 2 in the second, participants have the opportunity to work with a variety of experts in the field. The provision of a school-based mentor enriches the personal and professional coalition guiding Early Career Teachers during the first year/s of their teaching journey.

MODULE 1: Professional Identity

MODULE 2: Pedagogical Instruction

MODULE 3: Portfolio Preparation

MODULE 4: Quality feedback and reflective practice

MODULE 5: Best practice

MENTORS FOR EARLY CAREER TEACHERS



“A MENTOR IS NOT SOMEONE WHO WALKS AHEAD OF YOU TO SHOW YOU HOW THEY DID IT. A MENTOR WALKS ALONGSIDE YOU TO SHOW YOU WHAT YOU CAN DO.” - Simon Sinek

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MENTORS FOR EARLY CAREER TEACHERS

DATE

17 Feb

COST

\$200

COURSE NUMBER

PL 13590

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

This course is designed for Mentors of Early Career Teachers (ECT) enrolled in AISWA's Graduate to Proficient course.

This one day course provides the information and requirements for in school mentors as they assist their early career teaching colleagues to move from the graduate to proficient standard of the Australian Professional Teacher Standards. It is designed to support mentors by providing a forum for mentors where they investigate the skills needed to guide, support, encourage and empower a teacher in the first years of their professional life. As a mentor you will provide insight and ideas that support the growth and productivity of the ECT, supporting student learning and student outcomes.

Throughout the day you will develop an understanding and working knowledge of:

- The Landscape Early Career Teachers are navigating
- Effective Induction Programs - what ECT's need to know
- Mentoring an Early Career - developing the skills to effectively mentor an Early Career Teacher
- Encouraging Reflective Practice - conducting collegial conversations
- Developing a growth mindset - research and application
- Developing a workable plan for 2023

NATIONAL CERTIFICATION PROJECT



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NATIONAL CERTIFICATION PROJECT

Days 1-4

DATES

29 Mar

21 Jun

13 Sept

18 Oct

COST

\$1200 (payable at completion of stage 1)

COURSE NUMBER

PL 13588

VENUE

**Suite 2, 41 Walters Drive,
Osborne Park WA 6017**

Are you a highly effective and skilled classroom practitioner who regularly guides advises or leads others?

Why not be recognised for your excellent work through National Certification? Come and join a group of like-minded colleagues as you support one another to evidence your practice and achieve National Certification as a Highly Accomplished or Lead teacher. This group will meet four times during the year, to help build your collection of evidence demonstrating the impact you have on others.

On our first day we will get to know one another; work out where you are beginning the project from; plan some stages of development for the year; and finally to set milestones for our journey in 2023.

ASPIRING LEADERS



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ASPIRING LEADERS

Days 1-4

DATES

13 Mar

29 May

28 Aug

27 Oct

COST

\$450

COURSE NUMBER

PL 13538

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

This course is designed for those taking their first steps into school-based leadership roles. Covering both in primary and secondary settings, some of these roles may include a first-time pastoral care; subject coordinator; special projects coordinator - wellbeing, sport, resilience etc).

This highly interactive course invites participants to engage with:

- Structures and mechanisms for resource management
- Change management
- Communication and relationship
- Strategy negotiation and influence

Note: Participants in this program are required to complete a DISC profile.

BUILDING EXPERTISE – COACHING FOR CERTIFICATION



**"I LEARNED TO ALWAYS TAKE ON THINGS I'D NEVER DONE BEFORE.
GROWTH AND COMFORT DO NOT COEXIST" - Ginni Rometty**

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BUILDING EXPERTISE – COACHING FOR CERTIFICATION

Days 1-3

DATES

4 Apr

27 Jun

19 Sept

COST

\$450

COURSE NUMBER

PL 13587

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

This course is aimed at those who have responsibility for supporting and developing their colleagues' classroom practice. It focuses on providing participants with an in depth understanding of the growth of teaching expertise and providing a solid model for a collegial coaching frame.

It draws on assessor training for Highly Accomplished and Lead teachers which equips coaches to assist colleagues interested in undertaking National Certification. In this course, participants will learn about the growth of teaching expertise, how to coach for reflective practice, and, how to select, articulate and present high quality evidence.

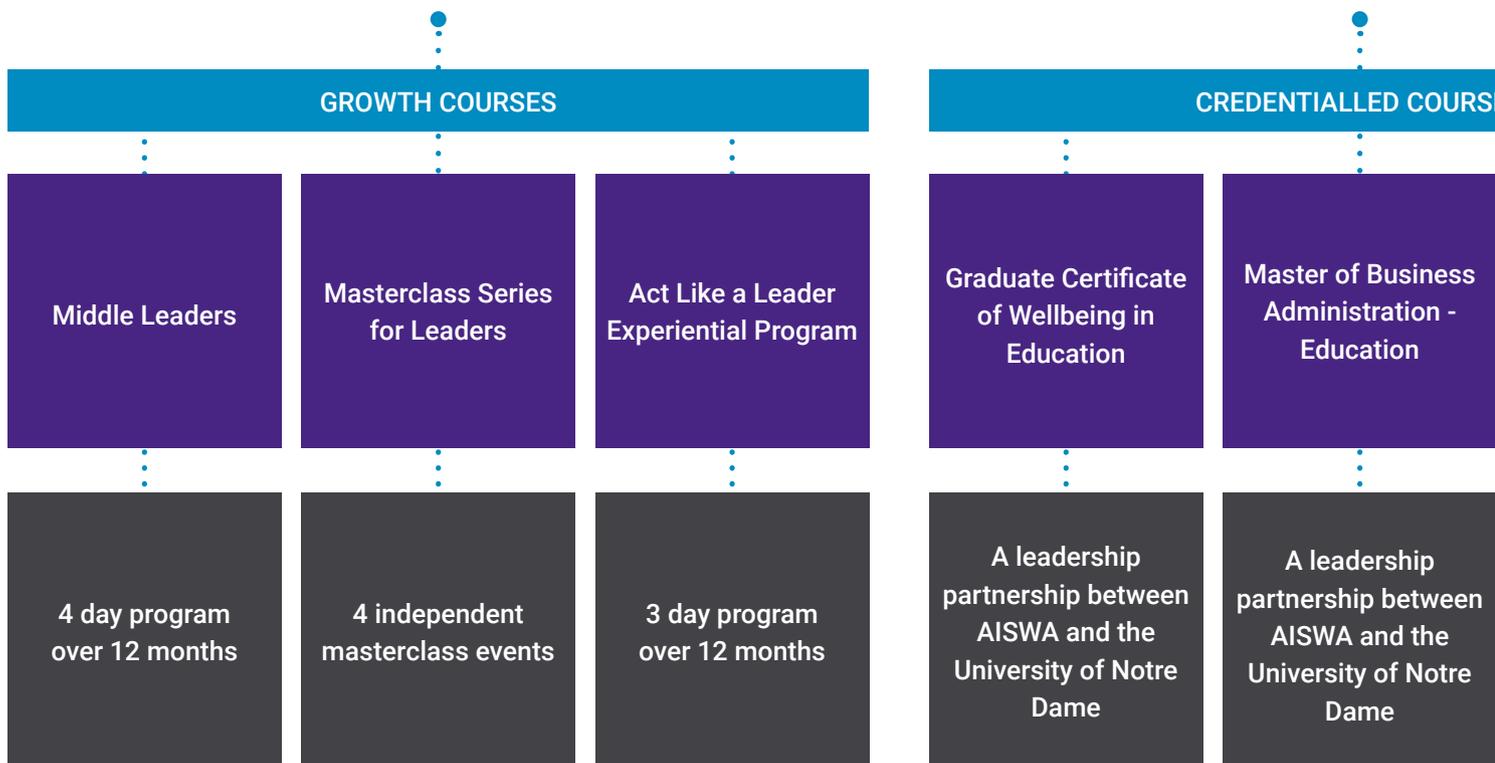
The understandings garnered from this course are equally useful to supporting colleagues at any stage of their teaching journey, not just those interested in National Certification.

Over the course of three days, participants will develop understandings through the study of:

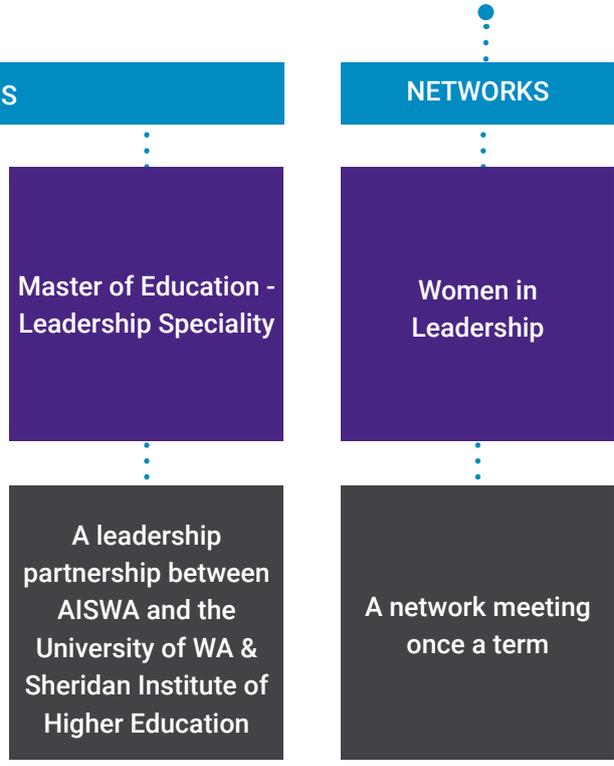
- Australian Professional Standards for Teachers
- The progression of teaching expertise
- The structuring of quality feedback that invites reflective and intentional practice

PATHWAY TWO

FUTURE SCHOOL LEADERS



FLOURISHING



MIDDLE LEADERS PROGRAM



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MIDDLE LEADERS PROGRAM

Days 1-4

DATES

24 Mar

22 May

11 Sept

27 Nov

COST

\$450

COURSE NUMBER

PL 13539

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

This course is for new and not so new middle leaders. The focus of this course is the multifaceted role of those in positions of middle leadership. It is a practical research-based course designed to assist middle leaders to prioritise and integrate some of the complex tasks they are asked to undertake. Please note this course runs over three days. It addresses leading and managing as a colleague, and the crucial skill of managing up as well as down.

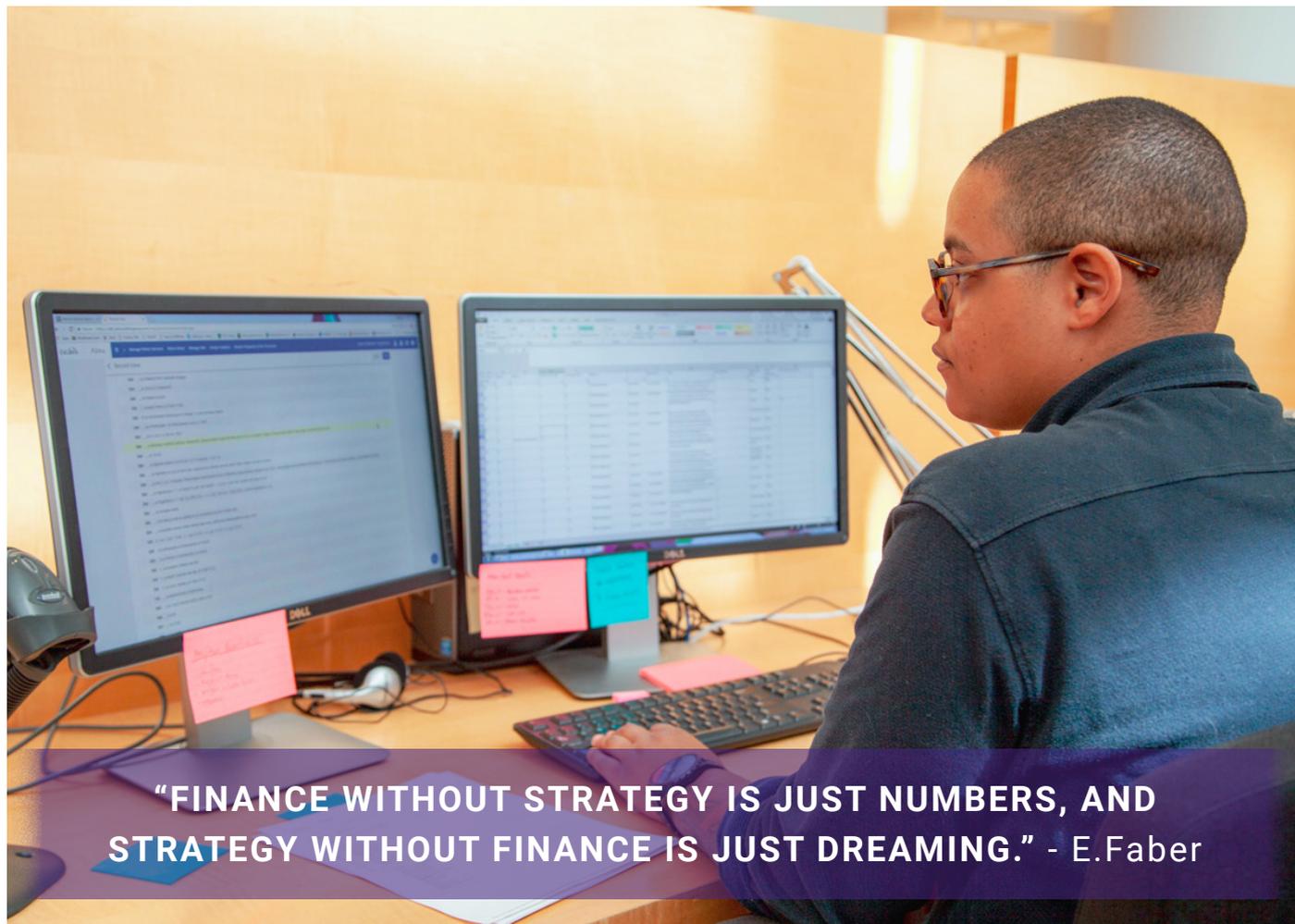
The audience for this course are those who hold a Head of Department role. It may also be of interest to those who are mentoring and supporting the work of colleagues, such as deputies and secondary year coordinators those who have either a named or unnamed middle leadership position in the primary school. This includes deputies; and literacy, numeracy, subject, and year level coordinators. It may also be of interest to those who are mentoring and supporting the work of colleagues.

The program focuses on:

- Middle Leader Identity
- Middle leaders and others and
- Middle leaders and growth

MASTERCLASS SERIES FOR LEADERS

AN INTRODUCTION TO SCHOOL FUNDING AND FINANCIAL MANAGEMENT IN INDEPENDENT SCHOOLS



“FINANCE WITHOUT STRATEGY IS JUST NUMBERS, AND STRATEGY WITHOUT FINANCE IS JUST DREAMING.” - E.Faber

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MASTERCLASS SERIES FOR LEADERS AN INTRODUCTION TO SCHOOL FUNDING AND FINANCIAL MANAGEMENT IN INDEPENDENT SCHOOLS

DATES

17 Jan

COST

\$150

COURSE NUMBER

PL 13591

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

This masterclass is intended for aspiring (or new) school leaders and offers an introduction to the opaque world of government funding streams and how they are budgeted to maximum impact.

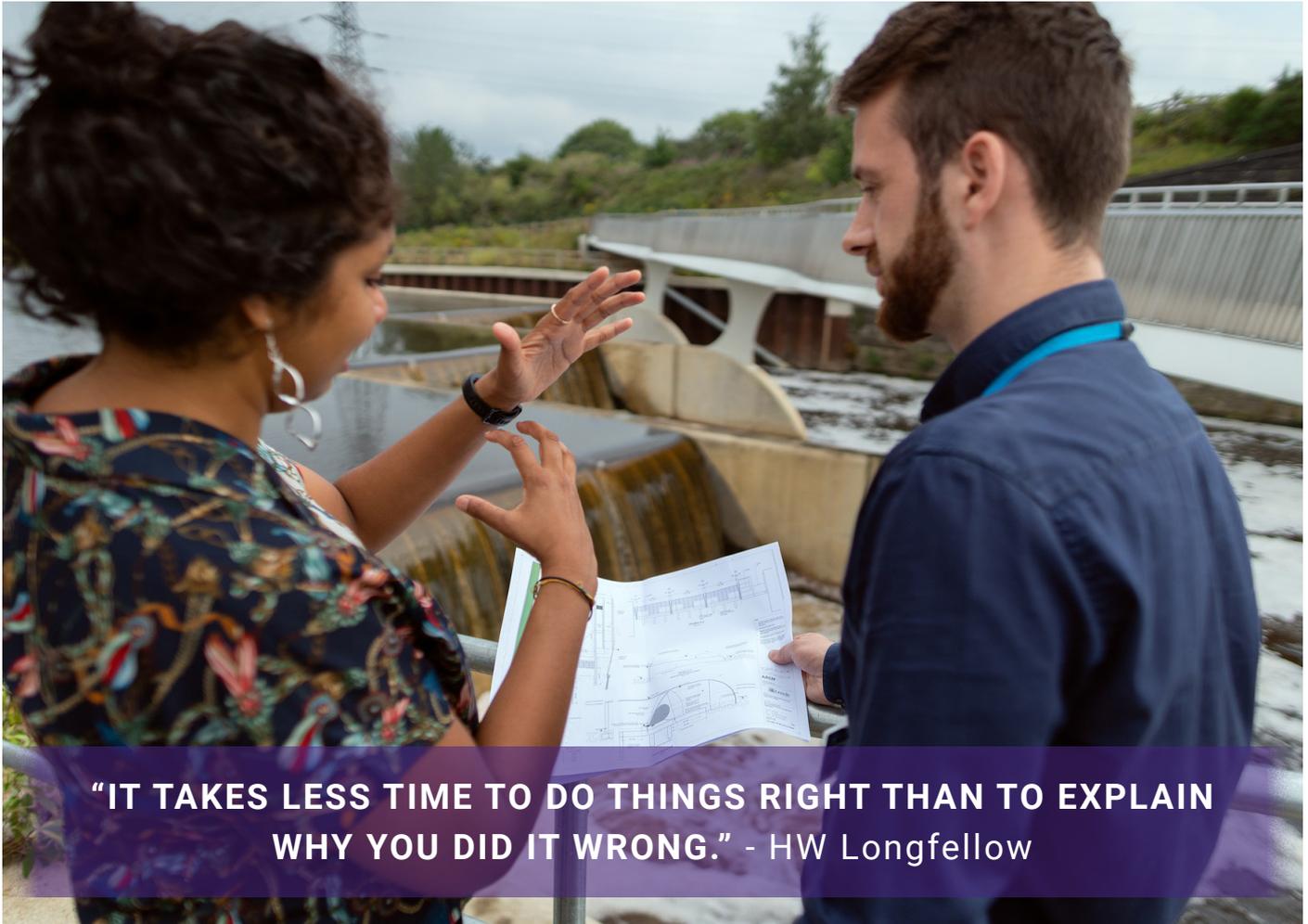
This is an opportunity to hear from experts and practitioners on the information that all school leaders need to know.

Specifically, topics covered are:

- School funding - federal, state, and school fees
- Managing the budget and working with your business manager
- Nationally Consistent Collection of Data - what needs to be collected and how it is funded

MASTERCLASS SERIES FOR LEADERS

AN INTRODUCTION TO REGULATORY FRAMEWORKS & COMPLIANCE IN INDEPENDENT SCHOOLS



“IT TAKES LESS TIME TO DO THINGS RIGHT THAN TO EXPLAIN WHY YOU DID IT WRONG.” - HW Longfellow

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MASTERCLASS SERIES FOR LEADERS AN INTRODUCTION TO REGULATORY FRAMEWORKS & COMPLIANCE IN INDEPENDENT SCHOOLS

DATES

18 Jan

COST

\$150

COURSE NUMBER

PL 13592

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

This masterclass is intended for aspiring (or new) school leaders and offers an introduction to the all-important area of risk management and Compliance. Understanding those pesky but necessary Regulatory Frameworks. It is a chance to work with colleagues and have the questions that you have always had about why things are the way they are, answered.

This is an opportunity to hear from the AISWA 'experts' across a range of areas including:

- School Registration Standards
- Workplace Relations
- Child Protection
- National Quality Frameworks
- Teacher Registration

MASTER CLASS SERIES FOR LEADERS

AN INTRODUCTION TO LEADING PEOPLE IN INDEPENDENT SCHOOLS



“YOU MANAGE THINGS; YOU LEAD PEOPLE.”
- Rear Admiral Grace Murray Hopper

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MASTER CLASS SERIES FOR LEADERS AN INTRODUCTION TO LEADING PEOPLE IN INDEPENDENT SCHOOLS

DATES

19 Jan

COST

\$150

COURSE NUMBER

PL 13593

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

This masterclass is intended for aspiring (or new) school leaders and offers an introduction to working with the different groups of people in order to lead a inclusive and highly functioning organization. School leaders work with the board, parents, communities, and staff to create the optimum learning environment for students where all can thrive.

This is an opportunity, to learn some of the theory; to take a leap in your thinking; and to listen to tales from those who have trodden this path before.

This masterclass aims to provide insight into:

- An education worth having - setting the vision
- Working with the school board
- Bringing people with you
- School leaders' - where the rubber hits the road

ACT LIKE A LEADER



"COURAGEOUS LEADERS HAVE DOUBLE VISION. THEY SEE THE WORLD AS IT IS AND AS IT COULD BE." - Anonymous

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ACT LIKE A LEADER

Days 1-3

DATES

14 Apr

4 Jul

2 Oct

COST

TBC

COURSE NUMBER

PL 13599

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

The Act Like a Leader program has come about as the result of many discussions with aspiring, new and not so new leaders about being the leader who is authentic in manner, action and bearing and who imbues confidence. But how do you get better at the tricky, sticky bits of leadership?

The Act Like a Leader program is a personal leadership development program, co-designed with the Experience Lab. It provides multiple opportunities to look at how you respond and the impact that has; how it trips or propels you toward the things you want to get done in your school.

Come and join us to develop your leadership presence and explore the reality gaps in your own experience and practice and receive feedback in a safe, supportive way.

GRADUATE CERTIFICATE OF WELLBEING IN EDUCATION



**“YOU ARE BRAVER THAN YOU BELIEVE, STRONGER THAN YOU
SEEM AND SMARTER THAN YOU THINK.” - A.A. Milne**

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GRADUATE CERTIFICATE OF WELLBEING IN EDUCATION

DATES

17-21 Apr

10-14 Jul

18-22 Sept

25, 26 Nov

2, 3, 8 Dec

COST

TBC

COURSE NUMBER

PL 13595

PL 13596

PL 13597

PL 13598

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

AISWA is working in partnership with the University of Notre Dame Australia (UNDA) to develop a Graduate Certificate of Wellbeing in Education, to commence in 2023.

This program is designed to support educators and educational leaders in Independent schools to develop advanced knowledge of wellbeing in education. This enables the development of process and practice leading to a positive impact on school culture and student outcomes.

The units of study will focus on:

- wellbeing and positive education
- building resilient teachers and schools
- mindfulness, pastoral care, and
- leading in schools.

The mode of delivery is anticipated to be intensive over the course of a year. Three of the four units will be delivered over the school holidays, with the fourth being delivered over two consecutive weekends, plus one Monday.

It is important for participants to be aware that as a new accreditation, changes may evolve in response to the needs of participants.

MASTER OF BUSINESS ADMINISTRATION – EDUCATION



“THERE’S NO SHORTAGE OF REMARKABLE IDEAS, WHAT’S MISSING IS THE WILL TO EXECUTE THEM.” - Seth Godin

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MASTER OF BUSINESS ADMINISTRATION - EDUCATION

Days 1-4

DATES

17-20 Jan

COST

\$150

COURSE NUMBER

PL 13615

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

AISWA is proudly partnering with the University of Notre Dame (UNDA) to develop an Master of Business Administration (MBA) qualification which aims to address the particular challenges and complexities of leading an Independent School. The MBA for school leaders is a unique offering, combining educational leadership with business administration, specifically in the educational context.

The first unit of this qualification, Administrative Leadership, will be offered as an intensive four day course in January 2023. The elements covered in overview in this first unit will then be explored at greater depth in subsequent units. Participants will gain advanced standing on completion of this unit.

While the qualification is still being refined we are looking at the following areas of focus for the remaining units conducted by UNDA:

- Boards and Governance
- Strategic planning and risk management
- Organisational behaviour
- Data analytics

The capstone unit will be an internship unit which will culminate in a professional portfolio. This will give participants the opportunity to work with various school leaders in Independent schools across each of the previous units.

MASTER OF EDUCATION - LEADERSHIP SPECIALITY



“STUDY WHILE OTHERS ARE SLEEPING; WORK WHILE OTHERS ARE LOAFING; PREPARE WHILE OTHERS ARE PLAYING; AND DREAM WHILE OTHERS ARE WISHING.” - William Arthur Ward

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MASTER OF EDUCATION - LEADERSHIP SPECIALITY

Days 1-4

DATES

17-20 Jan

COST

\$150

COURSE NUMBER

PL 13600

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

AISWA has partnered with University of Western Australia (UWA) and Sheridan Institute of Higher Education to offer the first unit of Master of Educational Leadership as a pass/fail unit. This is a four-day intensive unit, conducted in the week before most staff are required at school.

On successful completion of this unit participants go on to enrol with UWA or Sheridan to complete their remaining units, gaining advanced standing for the unit they completed with AISWA. If you do not go on to enrol with UWA or Sheridan there will be a cost of \$400. This course is directed toward those who are aspiring to move into educational leadership.

ASPIRING WOMEN LEADERS NETWORK



“WE SHOULD ALWAYS HAVE THREE FRIENDS IN OUR LIVES - ONE WHO WALKS AHEAD WHO WE LOOK UP TO AND FOLLOW; ONE WHO WALKS BESIDE US, WHO IS WITH US EVERY STEP OF OUR JOURNEY; AND THEN, WHO WE REACH BACK FOR AND BRING ALONG AFTER WE’VE CLEARED THE WAY. ” - Michelle Obama

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ASPIRING WOMEN LEADERS NETWORK

Wednesday of Week 5 each term

DATES

1 Mar
31 May
16 Aug
8 Nov

COST

NO CHARGE

COURSE NUMBER

13601
13602
13603
13612

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

The network invites you to come and play all of these roles. The afternoon network meetings are for anyone interested in gender equality and the role of women in educational leadership.

The meetings are held at the AISWA Training rooms on Wednesday of week 5 each term. The meetings usually allow for networking from 4.30pm to 5.00pm with nibbles and a glass of bubbles followed by a speaker from 5.00pm to 5.30pm. The speakers are drawn from a wide range of areas including business, sport and education.

Open to network members and their invited guests.

PATHWAY THREE

ENHANCING SCHOOL LEADERSHIP



GILDING

SCHOOL IMPROVEMENT FOR LEADERSHIP TEAMS



“CHILDREN ARE THE PRIORITY, CHANGE IS THE REALITY, COLLABORATION IS THE STRATEGY.” - Judith Billings

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SCHOOL IMPROVEMENT FOR LEADERSHIP TEAMS

Days 1-5 (over 12 months)

DATES

Cohort A

11-12 May, 24-25 Aug, 20 Oct

Cohort B

15-16 May, 27-28 Jul, 23 Oct

COST

\$1000 / Leadership team <300 students

\$1500 / Leadership team >300 students

COURSE NUMBER

PL 13589 <300 students

PL 13604 >300 students

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

This course is directed at leadership teams who are interested in developing, testing and implementing a workable school improvement strategy.

This course focuses on developing the capacity of leadership teams to build synergetic responses to growing impact. This school improvement initiative draws on a design thinking approach where participants are invited to ideate, reality check, build cohesion, create synergy and prototypes and test their proposed school improvement journey.

Specifically, it provides:

- Time for promoting a vision for research use
- Time for encouraging and involving others
- Time for role-modelling research use
- Time for organisational support

(Cutler, Gleeson, Rickinson, Walsh, Salisbury Cirkony, 2022)

The school improvement needs of schools of differing sizes is being catered for in this program. Please note:

- Cohort A – Schools <300 students
- Cohort B – Schools >300 students

LEADING IN COMPLEX AND CHALLENGING CONTEXTS



“BECOME THE KIND OF LEADER THAT PEOPLE WOULD FOLLOW VOLUNTARILY, EVEN IF YOU HAD NO TITLE OR POSITION.”

— Brian Tracy

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LEADING IN COMPLEX AND CHALLENGING CONTEXTS

Days 1-5 (over 12 months)

DATES

22 Mar

17 May

14 Jun

7 Sept

25 Oct

COST

NO CHARGE

COURSE NUMBER

PL 13623

VENUE

Suite 1, 41 Walters Drive,
Osborne Park WA 6017

This project aims to assist Executive Leaders working in complex and challenging contexts, including those leading AICs and CARE settings to create highly effective, culturally responsive leadership style. The aim is to build a strong sense of leadership identity, agency and purpose through leadership networking and professional learning.

Regular conversations where there will be a nominated topic for discussion – covering, but not limited to:

- wellbeing and resilience
- building teams
- performance development
- growing teaching expertise, and
- setting key performance indicators.

The format for the meetings will be online, each term for 90 minutes. There is the possibility of longer face to face workshops over the course of the year as requested by the group.

NEW PRINCIPALS NETWORK



“GREAT LEADERS HARNESS PERSONAL COURAGE, CAPTURE THE HEARTS AND MINDS OF OTHERS AND EMPOWER NEW LEADERS TO MAKE THE WORLD A BETTER PLACE.” - Maxine Driscoll

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NEW PRINCIPALS NETWORK

Days 1-4 (over 12 months)

DATES

3 Mar

25 May

23 Aug

2 Nov

COST

NO CHARGE

COURSE NUMBER

PL 13605

VENUE

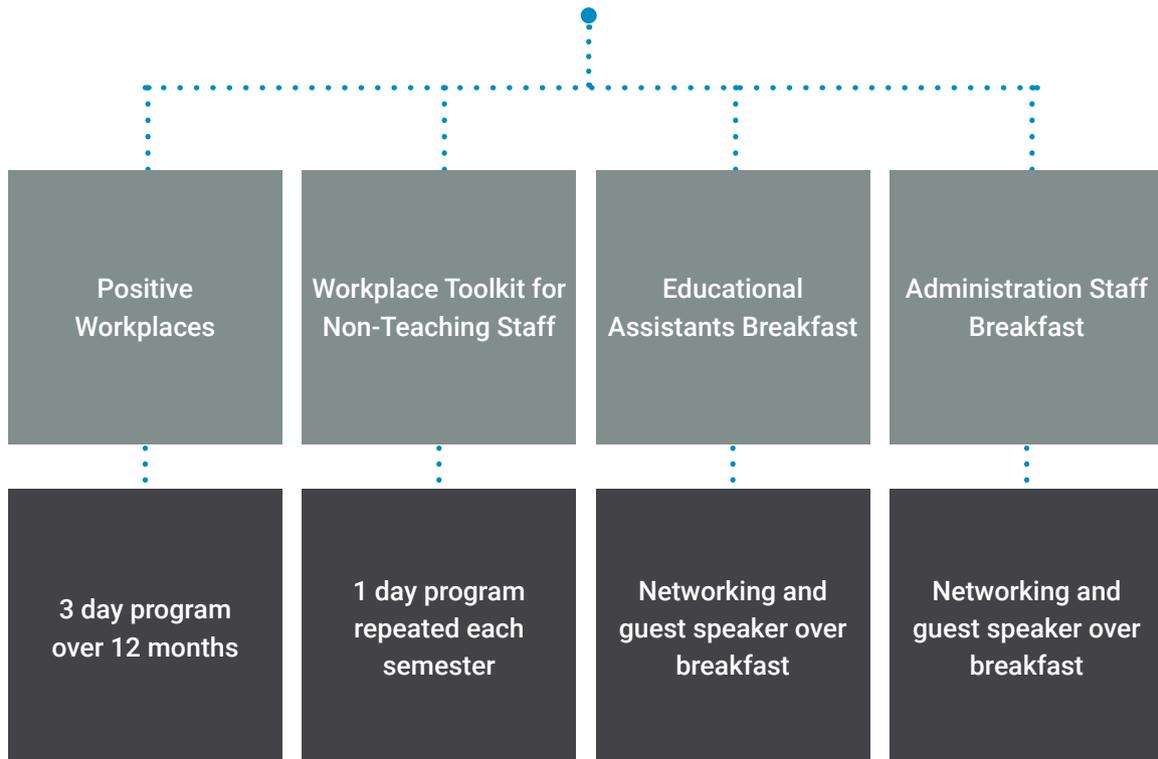
**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

This Network is intended for AISWA Principals who are new to the role of Principal – or those who are experienced Principals, but new to Western Australia – but all are welcome. It is intended that you will be able to serve as a resource for one another and share questions and discoveries.

We will meet each term to discuss and share solutions to current issues and questions, and enjoy collegial interaction over a light lunch. Sessions will run from 12.30 to 3.30 each term.

PATHWAY FOUR

SUPPORTING LEADERSHIP



GARDENING

POSITIVE WORKPLACES



“THE DAY IS WHAT YOU MAKE IT, SO WHY NOT MAKE IT A GREAT ONE?” - Steve Schulte

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POSITIVE WORKPLACES

Days 1-3 (over 12 months)

DATES

26 May

21 Jul

15 Sep

COST

\$600

COURSE NUMBER

PL 13540

VENUE

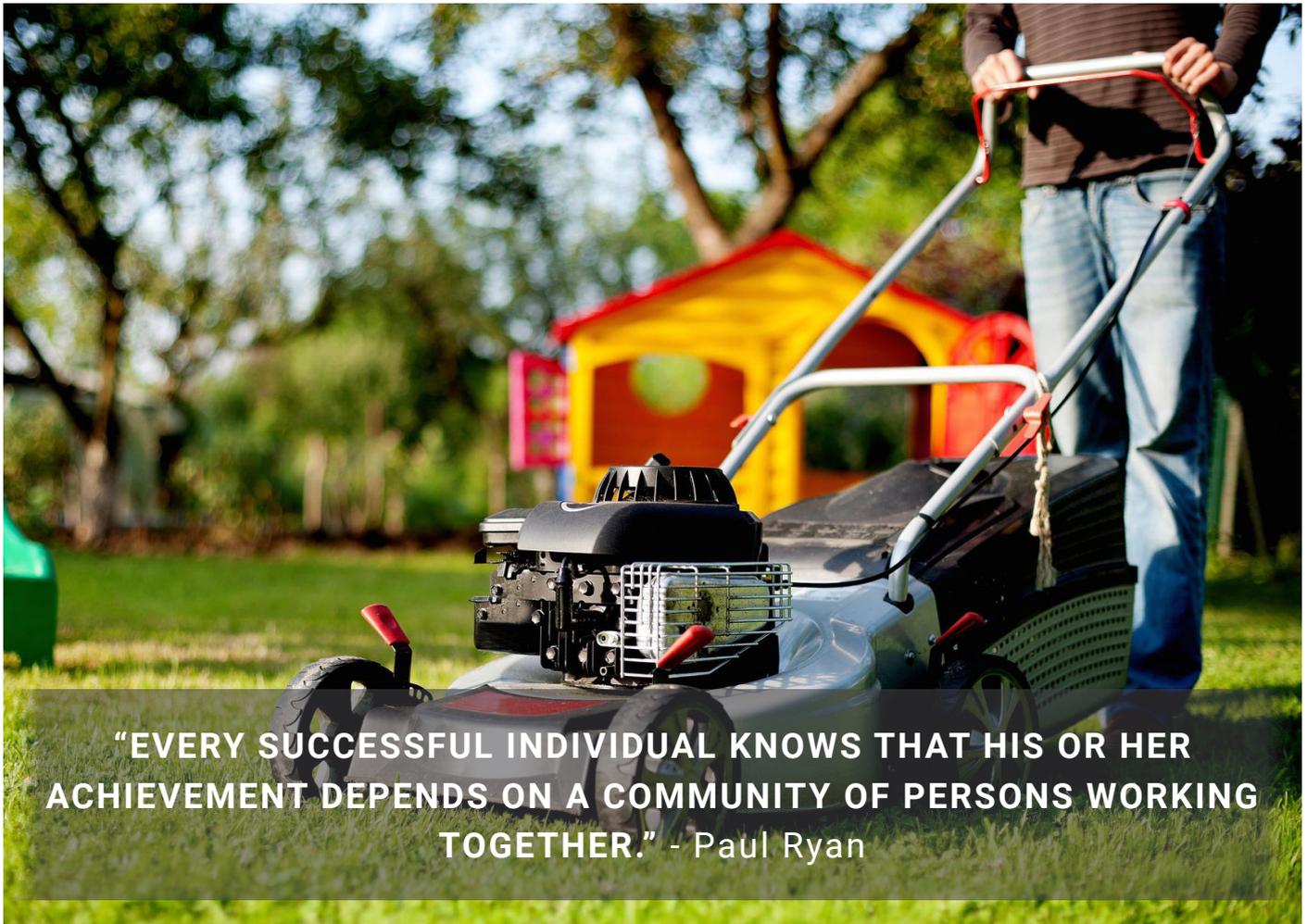
**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

Positive workplaces is a program that brings together research from the positive psychology field blended with teachings on cultural norms and experiences of rich workplace cultures.

The program is open to anyone who is interested in building a joyful workplace culture through a process of inclusion, engagement and wellbeing.

Participants will be invited to explore how they position themselves and others in the workplace, how the latest research in neuro leadership can assist in building an inclusive and thriving workplace culture.

WORKPLACE TOOLKIT FOR NON-TEACHING STAFF



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WORKPLACE TOOLKIT FOR NON-TEACHING STAFF

This course is repeated – occurring once in semester 1 and once in semester 2

DATES

Cohort A – 22 MAR

Cohort B – 7 JUNE

COST

\$100

COURSE NUMBER

Cohort A - 13608

Cohort B - 13069

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

This course is for non teaching staff - administration staff, education assistants, gardeners, maintenance workers, cleaners, canteen staff, technicians, etc.

The “Workplace Toolkit for Non-Teaching Staff’ provides individuals with the knowledge, skills, and understandings about developing self, working with others, and how to contribute to leading change. A highly experiential learning opportunity, the program is an effective way to boost productivity, maintain quality standards and enhance workplace relationships.

EDUCATION ASSISTANTS BREAKFAST



**“TEACHING ASSISTANT - BECAUSE EVEN TEACHERS
NEED HEROES.” - Anonymous**

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EDUCATION ASSISTANTS BREAKFAST

Days 1

DATES

2 Jun

COST

\$65

COURSE NUMBER

PL 13611

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

Come and join your colleagues from across a variety of settings in a symposium where you will hear from a guest speaker who will share insights on challenges and celebrations aligned with the work of Education Assistants

This morning session is designed to foster connections with others and enable all of us to learn from each other.

ADMINISTRATION STAFF BREAKFAST



“NO ONE IS MORE CHERISHED IN THIS WORLD THAN SOMEONE WHO LIGHTENS THE BURDEN OF ANOTHER.” - Joseph Addison

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ADMINISTRATION STAFF BREAKFAST

Days

DATES

4 Aug

COST

\$65

COURSE NUMBER

PL 13610

VENUE

**Suite 1, 41 Walters Drive,
Osborne Park WA 6017**

The Administration staff breakfast provides an optimal opportunity for networking across different education sectors. You will hear from an expert in the field who will share insights on challenges and celebrations aligned with the work of administrative staff.



Association of Independent Schools of Western Australia

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Osborne Park, WA 6017

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