



## Assignment Abstract (LSF links) – Julia Wake

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The work undertaken in this Master's unit linked specifically to the Leadership role and actions I undertook, initially as an area leader (Pastoral Care) in our School Renewal (school review) process, and consequently as the School Renewal Co-ordinator in the College. Entitled 'In the Scheme of things...Being Strategic about School Renewal,' the presentations to staff and the assignment work within the unit endeavoured to link contemporary School Improvement thinking and Michael Fullan's guiding principles, with the practice of School Renewal at Catholic College (secondary).

In light of the comprehensive work done in developing the College Vision and Mission, the College Leadership Team saw it appropriate to develop the role of School Renewal Co-ordinator to guide the development and implementation of a strategic plan that would bring the Mission to life. The specific responsibilities include developing a strategic plan for each of the goals prioritised by the Leadership team for the year, liaising with and supporting staff members in working on goal strategies and providing regular updates on progress. This unit of work has been used to articulate the process of developing and implementing an evolving strategic plan as the College Community brings to life the Vision and Mission 2006 – 2010, as it pertains to the core document, *Leadership in Catholic Schools: Development Framework and Standards of Practice (LSF)*.

Within the *Development Framework and Standards of Practice* the work of this position relates predominantly to **Area 2: A Vision for the Whole School**, however overseeing the development and implementation of a strategic plan also means support of leadership in each of the other areas. This role directly supports the Principal and leadership team in bringing to life the Vision and Mission, developed and ratified by the staff of the College through the initial phase of the School Renewal process.



### **2.1 Leadership Action:**

“School Leaders actively and collaboratively develop and communicate a shared whole-school vision that is centred on the guidance and improvement of teaching and learning.”(LSF, p 15)

As stated in the context, the College underwent a self-evaluation process in 2005 facilitated by the Catholic Education Office in the Diocese of Sale, called School Renewal.

“School Renewal aims to provide pathways to ensure that each school is an effective school. That is, that it has an effective vision and mission capable of bringing about quality teaching and learning within the Catholic context.”

[http://www2.ceosale.catholic.edu.au/services-to-schools/School\\_Improvement.aspx](http://www2.ceosale.catholic.edu.au/services-to-schools/School_Improvement.aspx)

This is the core rationale for leadership action in Area 2. The responsibilities involved in co-ordinating the School Renewal process beyond the self-evaluation phase lives out the leadership action stated above.



### ASSIGNMENT SUMMARY – JULIA WAKE

<b>ASSIGNMENT</b> Being Strategic about School Renewal	<b>LSF AREA</b> 2: A Vision for the Whole School 2.1: A Vision for Teaching & Learning		<b>AUDIT OTHER LSF LINKS WHICH APPLY</b> 2.3
CONTENT PROCESS PRODUCT	STRENGTHS	CHALLENGES	LSF LINKS FOR ACTION/FUTURE ACTION
<ul style="list-style-type: none"> <li>• School Renewal – the school improvement theories that it is grounded in</li> <li>• School Renewal as a vehicle for leadership action across the College.</li> <li>• Links of role to Fullan’s Guiding Principles.</li> <li>• Educating staff members about the bigger picture – why is it that the extra work is worthwhile?</li> </ul>	<ul style="list-style-type: none"> <li>• Bringing the Mission of the College to life! Improving the approaches to teaching and learning and working towards a more sustainable College community. Structuring achievable strategies to meet the goals.</li> <li>• Embed the strategies in the day-to-day functions of leadership roles.</li> <li>• Collaboration with Leadership Team members. Confidence to ask how each is going in their various responsibilities. – having fruitful discussions and asking key questions that may lead them onto another course of action when they are stuck. Operating as a sounding board for ideas.</li> </ul>	<ul style="list-style-type: none"> <li>• Encouraging staff members to see the bigger picture – the extra efforts in bringing about school change will improve the teaching and learning culture in the college community.</li> <li>• Convincing staff that work on the mission goals is also a part of day-to-day functions within the roles they have in the College.</li> <li>• Providing the stimulus and encouragement (balance of pressure and support.)</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to “mobilise colleagues to share and contribute to the school’s vision..”</li> <li>• Continue to raise “...colleagues’ (teaching and non-teaching) awareness of the need to develop the common understandings, goals and purpose that makes up the school’s vision...”</li> </ul>