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Independent Schools
Queensland

6 R LEADERSHIP PROGRAM

for Experienced Independent School Principals

The leadership of any school is a privilege and an opportunity to make a difference in so many ways. Such a role is equally not without challenge and circumstances that give rise to leaders inevitably reflecting on their motivations, aspirations, and desire to undertake a complex but equally important role.

It is vitally important that school principals are afforded the opportunity to take time to undertake professional learning that will assist with their sustainability and enjoyment the role of school principal.

Why the need for this program?

The program is a response to a range of needs expressed by current school principals through various forms of consultation and engagement. These are the need for Principals to be provided with structured opportunities to reflect and learn with peers at a similar phase of their leadership formation; to add and deepen knowledge, skills and capabilities required to undertake the role of Principal now and into the future; to encourage Principals to explore what they wish they had known before becoming a Principal; to provide a tangible way to enable Principals to thrive in their role.

What are the 6R's?

1 + 2

Reflection and Renewal:

The program invites principals to reflect upon their values, motivations, and purpose of leading a school in times of increased complexity, volatility, and uncertainty. The presenting circumstances of a global pandemic, the seemingly increasing set of paradoxes that impact on quality schooling provision, the ever-changing dynamic of living and working in diverse communities are the realities in which school leaders undertake their work. This program is an important juncture for school leaders to reflect on their professional role and contribution, and to subsequently renew their understanding and commitment to leadership and the stewardship of sustainable, quality school provision in their context. Participants will be invoked to articulate their personal 'WHY?' What informs and calls them to be educational leaders of learning.

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Relatedness:

The program acknowledges the importance of connection and collaboration to the achievement of broader common good. Humans by nature are pre-disposed to living and working together in community.

It is unequivocal that enhanced levels of engagement by individuals in any organisation will translate to better organisational culture typified by high levels of employee satisfaction, the development of necessary core workforce capabilities such as shared problem solving and the enhanced possibility of improved collective performance.

A key facet of this program of professional learning will be to mature and enhance how school leaders work together for mutual benefit. Participants will work in partnership to generate collective action and agency in relation to common problems of practice.

5

Refresh:

The demands upon and expectations of school leaders are many. It is vitally important that each school leader adopt a proactive approach to their own health and well-being if they are to develop a sustainable approach to their work. Moreover, healthy leaders with positive mindsets are essential to the responsible stewardship of a school community. The program provides an opportunity for each participant to explore practical options for sustainability and enjoyment in school leadership.



"I wanted to thank you for the 6R program in Melbourne. This program is honestly one of the best PL experiences I have ever had in my 35 years in education."

Philippa Brearley Principal, Holy Trinity PS, Curtin

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Refinement:

Being formed and informed for leadership is ongoing and never complete. Leadership is the art, science, and practice of imperfection, generative by nature and continually about learning. Leaders aspire to be fully formed but paradoxically, will never be given there will always be something to learn or some new circumstance to navigate or a professional capability to refine. The program provides opportunities for participants to engage in core capabilities for all leadership:

Persuading and influencing; negotiation; decision making; effective communication; developing presence and self-awareness; neuroscience; strategic thinking; establishing a high performing school culture; cultural change.

I greatly appreciate the course as a whole. I think it should be recommended to all experienced leaders. I feel like this course could extend many careers that are prematurely ending due to the pressures we have discussed.

Josh Gaynor Principal, St Joseph's School, Culcairn



6

Reach Out:

It is important to benchmark and look out to observe other educational settings. Context does matter and many of the challenges facing school leaders in Australia are ones that are the same in other jurisdictions globally. Moreover, it is also useful to gain a sense of the trends such systems are responding too and innovations they are implementing.

Target audience: Current Independent School Principals from Queensland and the Northern Territory with a minimum of 3 years' experience in principalship.

Overview of program phases and components:

Phase 1: Reflection and Renewal: Individual self-reflection and whole group webinar

Phase 2: Reflection and Renewal: Two day f2f (face to face) workshop 9th & 10th March 2027

Phase 3: Reflection and Renewal: Executive Coaching Session (one hour per participant)

Phase 4: Relatedness: Adaptive Thriving School Cultures (Two day f2f workshop) 18th & 19th May 2027

Phase 5: Refresh and Refine Executive Leadership to enable responsible stewardship of an Independent School (Two day f2f workshop) 20th & 21st July 2027

Phase 6: Refresh and Renew (One day f2f workshop with a group dinner held the evening prior) 18th August 2027

PROGRAM COST: \$6,350+GST | Excludes travel, accommodation and non-program meals.

LOCATION: ISQ Office, Level 7, 189 Grey Street, South Brisbane

The program has been designed by Dr Stephen Brown with input and advice from current school principals. Dr Brown will facilitate the program scheduled for delivery in 2027.

For more information or to register contact Ange Lovejoy: ALovejoy@isq.qld.edu.au or Phone: 07 3228 1588

