

## Inspire: Building Local Leadership

### OVERVIEW

The Inspire Local Leaders Program is designed to support the development of school leaders across the state. It does this by empowering existing principals to identify and build the leadership capability of future school leaders. The program provides a locally delivered leadership development program through a 'train the trainer' approach. By 2020, 200 principals and assistant principals will be trained to develop the leadership skills of over 1,300 high-potential teachers.



### EVIDENCE BASE

Robinson, V., Hohepa, M., and Lloyd, C. (2009). *School Leadership and Student Outcomes: Identifying What Works and Why: Best Evidence Synthesis Iteration [BES]*. Wellington, New Zealand: Ministry of Education.

Student outcomes are higher when teachers report that their school leaders are leading and participating in teacher learning and development. Effective leaders participate in teacher professional learning as a leader, a learner or both. They use their own knowledge of teaching and learning to help staff solve teaching problems.

### KEY LINKS

To watch educational leaders discussing professional leadership, see: [Professional Leadership](#)

### Theory of Change – Local Leadership

**If** we train principals and assistant principals to build the leadership skills of high-potential leaders within their schools

**then** we will increase the supply of future school leaders and their leadership capacity

**so that** schools build strong leadership teams and the system increases the pipeline of high-quality leaders across all career stages, including at the principal level.

## FREQUENTLY ASKED QUESTIONS

### Who is the program for?

High-potential leaders, with the support of their local principal, can apply to participate in Inspire. The program requires a sustained learning commitment over seven months.

Inspire participants can expect to develop an understanding of:

- a school leader's role and sphere of influence in regards to lifting student outcomes
- the basic principles and theory of leadership
- emotional intelligence and how it impacts on performance, self and leading and working in teams
- developing relationships to build the capacity of others to improve curriculum, pedagogy and assessment, and work effectively with parents and the broader school community
- evidence and data, and how it can be used to drive change in teacher practice and student outcomes
- leading change including managing resistance to change.

Participants are supported by the facilitators using a blended learning model, learning triads and a focus on career planning.

### Why are schools interested in this?

Training principals and assistant principals to build the leadership skills of high-potential leaders within their schools increases the supply of future school leaders and their leadership capacity. The program enables networks and schools to build strong leadership teams while increasing the pipeline of high-quality leaders across all career stages, including principalship.

### Who selects the participants – facilitators and local leaders?

The Inspire program has two components – the facilitator training and the delivery to local leaders. Potential facilitators apply direct to Bastow, with support/endorsement from their region/area. Participants for the Inspire program apply/register with Bastow and support networks to review the applications. Selection criteria for both facilitators and local leader participants are provided by Bastow to inform each process.

### How does the Inspire Local Leaders program align to FISO and Education State priorities?

The program was developed in consultation with the School Improvement Division to ensure that it aligns strongly with FISO and builds emerging leaders' knowledge, skills and capabilities to successfully support and lead the implementation of FISO in their school and network.

## PROGRESS TO DATE

First intake of local leaders selected (by networks with assistance from Bastow)	May 2016
First cohort of principal class completed the train the trainer program	Jun 2016
First cohort of local leaders commenced the program	Jul 2016
Second cohort of principal class commenced train the trainer program	Oct 2016
Inspire: Local Leaders Program 2016 pilot completed	Dec 2016
Intake 1 2017 program commenced in networks	Mar 2017
Intake 2 2017 program commenced in networks	May 2017
Inspire Local Leaders training completed	Jun 2017
2017 program completed	Nov 2017
Facilitator training completed	Apr 2018

2018 Intake One networks commence delivery of the program	May 2018
2018 Intake Two networks commence delivery of the program	Jul 2018
2018 intakes complete the program	Nov/Dec 2018
Evaluation of 2018 program completed	Jan 2019

**UPCOMING ACTIVITIES AND MILESTONES**

New Inspire facilitators complete training	Mar 2019
2019 Intakes commence	May 2019
2019 Intakes conclude	Dec 2019