

## WISE: System Leaders

### OVERVIEW

The WISE: System Leaders professional development program (formerly known as the Expert Leaders of Education program) provides professional training and support for 200 system leaders, including Network Chairs and SEILs. In 2018, the program was extended to include Network Executives, increasing school-to-school collaboration across the state. The function of system leaders depends on whether they are engaged at a central or network level:

- Network Chairs lead school networks to design and implement school improvement projects, for example: FISO initiatives.
- School Improvement Partners (SIPs) engaged by the Department work with other schools on specific improvement initiatives.

#### Theory of Change – WISE: System Leaders

**If** we identify, train and support 80 highly capable principals to facilitate networks and improve school performance

**then** we will create a consistent focus on collaborative effort for school improvement; and develop opportunities for schools to work together to improve their student learning outcomes

**so that** Education State targets are achieved in all network schools, including in schools who identify areas for improvement.

### EVIDENCE BASE

Desimone., L. M. (2009). 'Improving impact studies of teachers' professional development: Toward better conceptualizations and measures', *Educational Researcher*, 38(3), 181–199.

Collaboration can challenge existing and support new ideas, which can be a powerful form of teacher learning.

### KEY LINKS

To watch John Hattie - Professor of Education and Director of the Melbourne Education Research Institute at the University of Melbourne - discussing the importance of measuring and knowing the impact of teachers, see: [Impact on Learning – Teachers should measure and know their impact](#)



### FREQUENTLY ASKED QUESTIONS

#### What is the biggest challenge in the WISE: System Leaders program?

The success of this initiative is largely dependent upon the quality of the School Improvement Partners (SIPs). Careful selection of and quality professional learning for these system leaders is essential for success.

The creation of a network culture that accepts and supports system leadership is of great importance. The involvement of Network Chairs in the WISE program addresses this challenge.

#### What will achieve practice change – how will we get there?

Research has shown that an effective system leadership program (National Leaders in Education in the UK) resulted in a 10 percent improvement in primary student results over two years.

We will get there by creating system leaders who 'care about and work for the success of other schools as well as their own', whose leadership is accepted by other school leaders

and who are supported by a system that has been traditionally accustomed to more ‘top down’ approaches.

Network Chairs are chosen by Network principals and in some cases, in consultation with regions.

**How do regions and schools participate in the co-construction of this initiative?**

Design summits for the WISE program involved extensive regional and school participation.

**PROGRESS TO DATE**

Design summit held to finalise program content	May 2016
Network Chairs in place	Jul 2016
Network Chairs participated in program training at Bastow	Jul – Oct 2016
On the job training in networks	Oct 2016 – Apr 2017
Global Perspectives webinars commenced	Nov 2016
Element 2 (School Improvement Partners) scoped by Bastow	Dec 2016
Intake One training completed	May 2017
Design summit held to finalise School Improvement Partners and content of support workshops	Oct 2017
Orientation Day held to support schools participating in SIPs	Nov 2017
80 system leaders completed the WISE program	Dec 2017
Second Orientation Day for the School Improvement Partnerships completed	Feb 2018
145 system leaders, including Network Chairs and SEILs, attended the first WISE workshop of 2018 with Dr Helen Timperley	Mar 2018
Induction Day for new Network Chairs completed	Apr 2018
140 system leaders attended the second WISE workshop with Steve Munby, focusing on collaborative leadership	May 2018
Conclusion of a professional learning suite for School Improvement Partnerships	Oct 2018
WISE online masterclass for Network Chairs, SEILs and Network Executives	Nov 2018

**UPCOMING ACTIVITIES AND MILESTONES**

On-demand coaching to networks	Ongoing
SEIL collaborative problem-solving workshop 1	Jan 2019
WISE workshop with Steve Munby	Apr 2019
SEIL collaborative problem-solving workshop 2	Apr 2019

SEIL 2-day Residential

Jul 2019

SEIL collaborative problem-solving workshop 3

Aug 2019