National Excellence in School Leadership Initiative

NEW ZEALAND SCHOOLS
DEPUTY PRINCIPALS
LEADERSHIP COLLOQUIUM

Supporting the continued development of New Zealand’s Deputy and Assistant Principals

This program is approved for 12 credit points towards Monash University’s Master of Education and Master of Leadership. Subject to Monash University admission requirements.
Welcome

Despite the many challenges impacting Australia and New Zealand’s schooling sector, we are in the midst of an unprecedented shift in school leadership. As 70% of school principals reach retirement age over the next five years, great opportunities abound for our brightest and best young educators to assume formal leadership positions and mould the future of our school systems.

Through a broad network of education stakeholders, the National Excellence in School Leadership Initiative (NESLI) directly responds to the challenges and opportunities presented by this radical change.

Central to the initiative is the roll-out of the Schools Leadership Colloquium. The Schools Leadership Colloquium is an integrated development framework designed to expedite and consolidate leadership and interpersonal skills across all management staff. Seamlessley contextualised to meet the specific needs of emerging through to senior leaders, the Colloquium framework combines the very best leadership pedagogy from the corporate sector with a deep understanding of the contemporary school environment.

Through the Schools Leadership Colloquium NESLI is delighted to be working in partnership with Monash University to create exceptional pathway opportunities for school leaders to attain the highest levels in advanced degree education.

I invite current and aspiring leaders across all areas of Australia and New Zealand’s K12 education system to consider one of NESLI’s programs as a powerful opportunity to support their leadership journey.

Damien Farrell
National Director, National Excellence in School Leadership Initiative
Chief Executive Officer, Australian School of Applied Management

Pathway to a world standard Masters qualification

An academic partnership between NESLI and Monash University is now enabling teaching professionals in Australia and internationally to gain credit towards the Master of Education and Master of Leadership through their participation in the Deputy Principals Leadership Colloquium.

Under the partnership, Deputy Principals Leadership Colloquium graduates are able to apply for 12 credit points via specified credit for Leadership studies unit (EDF5670) towards the internationally respected Master of Leadership. This equates to 25% of the qualification. Alternatively, graduates may apply for credit in the Master of Education course. In which case, 12 points of unspecified credit will apply.

Importantly, both the Master of Education and Master of Leadership include fully online options enabling teaching professionals from anywhere in Australia or internationally to realise a world standard advanced degree qualification.

Interested parties must complete the Deputy Principals Leadership Colloquium in line with established criteria and satisfy Monash University statute, regulations, policies and procedures.

For more information please contact the NESLI Admissions Department.

This program had a significant impact on the leadership knowledge, skills, and ability of our executive members, and data indicates that teaching practices and learning outcomes have improved as result of participation in this program. I cannot recommend the Colloquium program more highly for present and future school leaders.

Mark Harris, Principal, Auburn North Public School

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What is the New Zealand Schools Deputy Principals Leadership Colloquium?

The New Zealand Schools Deputy Principals Leadership Colloquium is an integrated twelve month leadership program that focuses on the critical dimensions of effective school leadership. The program equips Assistant and Deputy Principals with the insights, skills and confidence to accelerate their own development as they strengthen the performance of those around them.

The New Zealand Schools Deputy Principals Leadership Colloquium employs a blended learning methodology based around expert tuition, peer knowledge-sharing, and practical workplace application. Throughout the program, activities and discussions are related back to the day-to-day realities and challenges of the participant group ensuring the learning is contextualised to their specific needs.

LEADERSHIP CAPABILITY SURVEY
To commence the formal program participants will complete a leadership capability survey on core leadership and management competencies. Findings from the survey facilitate the development of an individual action plan that assists each participant to extract optimal value from the program.

INTERACTIVE ONLINE SESSIONS
Throughout the program participants attend nine, interactive online sessions. These extended webinar sessions can be accessed from any desktop computer or mobile device allowing for minimal disruption to participants’ workday. The live group sessions allow participants to interact directly and engage in meaningful discussion pertinent to the respective module.

SELF-PACED LEARNING MODULES
Throughout the program, participants explore the challenges and opportunities of their roles through the filter of seven key modules:
- Leadership and Authenticity
- Communication, Presence and Influence
- Team Dynamics
- Driving Performance
- Leading Innovation and Change
- Thinking Strategically
- Purpose, Priorities and Professional Development

PEER COACHING
During the program participants enter into a peer coaching partnership with a co-participant. The peer coaching process is fundamental to the program and greatly enhances the learning process.

INTERACTIVE ONLINE COMMUNITY
During the program, participants have 24/7 access to the interactive online portal which connects them with their fellow participants and a broader network of school leaders across the country.
What themes are explored during the program?

**Leadership and Authenticity**
Participants explore what it takes to be an effective school leader using a strengths-based approach. This module introduces participants to a values-based leadership framework as they take a deep dive into the relationship between authenticity and effective leadership.

**Communication, Presence and Influence**
This module commences with an exploration of one’s own preferred style of communication and the impact of one’s style on others. The module moves on to focus on effective communication and influencing at different levels interpersonal, team, and organisational.

**Team Dynamics**
During this module participants explore the practical implications of managing diverse and challenging groups. Participants examine the qualities shared by high-performing teams and identify effective strategies to foster cultures that support optimal teamwork.

**Driving Performance**
This module supports participants to provide feedback and motivate their team to exceed performance expectations. Participants identify key principles of performance management in order to ensure consistency with organisational objectives. This module also explores techniques involved in coaching others and building individual capability.

**Leadership Innovation and Change**
This module focuses on the leadership skills involved in driving innovation and change. Participants critically discuss the application of relevant theory and explore the way in which innovation and change are inextricably intertwined. Participants then examine leadership challenges during times of crisis, gaining an understanding of the way in which leaders can build an agile and resilient organisation.

**Thinking Strategically**
During this module participant’s work on a scenario-based case study using a variety of strategic problem-solving tools. Participants will explore ways to take an active role in managing the continuous improvement process in order to achieve the organisation’s objectives.

**Purpose, Priorities and Professional Development**
This module focuses on developing skills to hone a competitive edge. Participants will learn to develop effective work goals and behaviors to competently manage work priorities. They will also explore the critical elements of establishing personal work objectives, prioritising workload for optimum achievement and building on professional competence.

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**PROGRAM SNAPSHOT**

**Leadership Colloquium total program duration**
12 MONTHS

**Average weekly time commitment**
2 HOURS

**PROGRAM ELEMENTS**

<table>
<thead>
<tr>
<th>Element</th>
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<tbody>
<tr>
<td>Self-diagnostic</td>
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<tr>
<td>Peer Coaching Sessions</td>
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<tr>
<td>Interactive Webinar Sessions</td>
<td>9</td>
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<tr>
<td>School-based Activities</td>
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**PROGRAM ENQUIRIES**
To discuss the program in greater detail contact the NESLI Admissions Department on:

Phone: + 61 3 9270 9000
Email: info@nesli.org
Website: www.nesli.org
What is the Colloquium learning environment like?

The NESLI e-Learning Portal stands at the very forefront of integrated digital learning technology and marries the very best of connected dialogic learning with easy to use and highly accessible online environments. To help ensure the Colloquium environment delivers maximum return on investment, NESLI’s e-learning environments adhere to a range of important codes of practice:

- **Easy to use** – anyone who has previous experience using Facebook, Skype and Microsoft Word already has all the technology and skills needed to excel in the NESLI online environment.

- **Highly interactive and engaging** – live sessions are purpose designed to create maximum collaboration between participants and facilitators and drive long term learning outcomes.

- **Integrated, multi layered learning** – including high quality video tutorials, live group discussions, self-paced learning modules, interactive discussion boards and workplace based activities, NESLI programs are engineered to cater to varying learning styles and preferences.

- **Competitively priced** – a range of scholarships and subsidies provided by NESLI’s corporate stakeholders further help to ensure schools with tighter budgetary restrictions can engage with NESLI program offerings.

- **Accessible from any desktop or mobile device** – ensuring schools do not face additional costs through new tech, travel or accommodation, or substitute staffing arrangements.

- **Conducted outside of classroom hours** – ensuring teachers and school leaders can focus on their learning without the distraction of day to day workplace responsibilities.

Having previously headed up e-Learning initiatives at Melbourne University and Open Universities Australia, I am exceptionally proud of what we have been able to achieve through NESLI. NESLI’s e-Learning portal is years ahead of its competitors and this means we are able to provide the very best learning opportunities for school leaders and teachers across Australia.

Jason Renshaw, NESLI Director of Education
How do I apply for the program?

ADMISSION
Admission into the program is based on a written application process and all applicants must satisfy NESLI’s admissions criteria and adhere to NESLI admissions policies and procedures. All admissions are at the discretion of the NESLI Admissions Department. Interested parties are required to complete an official program application form. An application form may be obtained by contacting the NESLI Admissions Department.

ENROLMENT FEE
Standard enrolment fee: $5,780
The enrolment fee covers all tuition, program related materials and access to the NESLI online learning portal. Any third party expenses, charges or fees incurred by the participant through their use of the NESLI online learning portal remain the responsibility of the participant.

LEADERSHIP DEVELOPMENT SUBSIDY
Through the NESLI initiative, subsidies are periodically provided to assist school leaders in their leadership development journey. Through the subsidy mechanism, NESLI aims to increase the accessibility of targeted leadership development to a greater percentage of the K12 education system, leading to improved working conditions for teachers and enhanced learning outcomes for students. Subsidies are primarily awarded to schools and individuals in the form of fee support designed to offset a portion of fees for select development programs under the NESLI umbrella.

FEE SUPPORT FOR THIS PROGRAM
NESLI funding in the form of fee support can be used to offset a portion of the enrolment fee for the New Zealand Schools Deputy Principals Leadership Colloquium. Fee support for individual participants will not exceed a maximum of $3,000. Program applicants are required to acknowledge their intention to seek fee support at the point of application via the program application form. Applicants not indicating their intention to seek fee support at the point of application will not be eligible for fee support.

LEARNING FOR SELF, TEAM AND SCHOOL
During the program, participants are constantly prompted to reflect on the program content and themes in three distinct ways; how the concepts addressed directly impact their leadership capability, how they can be extended to their team members to make them more effective and how they can be adapted for use in the classroom. This process helps to ensure participants build up a comprehensive and sustainable ‘toolkit’ for developing those around them during and after the program.

PROGRAM ENQUIRIES
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\[\text{As a result of the Colloquium, I have been reminded of the need to be more observant of the undercurrents that serve to undermine the team and distract us from achieving our mission. As these issues are illuminated, I can choose to address these in a way that leads to more positive outcomes.} \]

Merrick Brewer, St Andrews Christian College
Supporting the development of leadership excellence across Australia and New Zealand’s education system

The National Excellence in School Leadership Initiative (NESLI) is a collaborative arrangement bringing together an unprecedented array of stakeholders with a common commitment around developing exceptional school leaders. Australia and New Zealand are on the cusp of an unprecedented generational shift in school leadership. NESLI represents a unique, cross-sectoral response to the challenges and opportunities presented by this radical change.

At the heart of the initiative is a steadfast belief that great schools are vital to building great communities. Moreover, the NESLI belief is that exceptional teaching and learning is directly enabled by exceptional leadership. Through the provision of global best practice in leadership development, NESLI targets the immediate need to equip teachers – across all divides – with the skills, knowledge and confidence to overcome the complex leadership challenges in today’s school environment. Over the coming years, the initiative will enable educational leaders to benefit from world standard leadership development and gain access to an exclusive international network of school leaders.

NESLI sits at the hub of a unique network of stakeholders spanning academia, industry and government. Stakeholders comprise individuals and organisations across various sub-groups including the National Advisory Board, the National Efficacy Review Committee, and numerous key program partners. Programs delivered under NESLI are developed and facilitated by a preeminent international faculty of leadership educators. This passionate and engaged group of educators bring the programs to life and create the dynamic, interactive learning experience which defines the NESLI initiative.

Through its flagship program, the Schools Leadership Colloquium, NESLI has established itself as a respected and trusted leadership education provider. As NESLI’s local reputation has grown so too has its visibility across a number of international markets. The Global Schools Leadership Alliance (GSLA), of which NESLI is a founding partner, has been created in conjunction with a unique group of international stakeholders as a platform to introduce the highly respected Schools Leadership Colloquium into school systems in other countries. This unprecedented international collaboration affords NESLI a unique view of school leadership across the globe, leading to better informed and internationally recognised outcomes for all school leaders.

The NESLI initiative is supported by the Australian School of Applied Management (ASAM). ASAM is one of Australia’s most respected and prolific providers of management and leadership education. ASAM’s continued support enables NESLI to offer best of breed leadership development to Australian schools at highly subsidised rates.

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**NESLI GRADUATE NETWORK**

The NESLI Graduate Network has been created to provide a highly accessible and ongoing channel for school leaders across the country to network, learn, and exchange ideas. Through a variety of facilitated and member-driven activities, it is hoped the network will become an invaluable part of the contemporary school leaders professional ‘toolkit’. The network is reserved exclusively for graduates of NESLI’s nationally recognised development programs ensuring that network members are appropriately committed to and actively engaged in the pursuit of leadership excellence.