



Inputs	2020-2022 Initiatives	What we will do?	What we'll see different?	Measures	Outcomes
<p>Leadership Team and other middle leaders in the school</p> <p>Release Time as needed</p> <p>Leaders of Learning release once a fortnight.</p>	<p>1a.</p> <p>Implement and roll out a leadership capabilities (LC) framework</p>	<ul style="list-style-type: none"> Roll out the leadership capabilities framework and begin a self-review. Participation in professional learning around leadership. Develop a Leadership as Inquiry from self-review. Engagement in the framework and understanding what it is. 	<ul style="list-style-type: none"> Better informed and clarity around what effective leadership is. Shared understanding on effective leadership and capabilities. Implemented leadership capabilities frame work. 	<ul style="list-style-type: none"> 100% of leaders are using the LC framework and making progress and growing. <p>Measured by: Self-reflection, narratives, observations</p> <ul style="list-style-type: none"> 80% of leaders have shifted in their leadership by the end of the year. <p>Measured by: LC Self Review</p>	<p>Leaders have a shared understanding of effective leadership and are using the Leadership Capabilities Framework so that they will effectively lead, develop and grow.</p>
<p>Supporting material</p> <p>DP fully released</p> <p>AP part time released</p> <p>Timetabling for PLD facilitator input</p>	<p>1b.</p> <p>Deepen leadership capability.</p>	<ul style="list-style-type: none"> Curious and inquiring mindset through the spiral as inquiry model. Participate in professional learning. Implementing effective leadership practices. Leaders will examine how inquiry will support effective leadership practices. 	<ul style="list-style-type: none"> Leaders showing agency. Leaders who will be well-versed in leadership as inquiry. Leaders who can lead and influence others through coaching capabilities. Leaders displaying a deepened leadership capability. 	<ul style="list-style-type: none"> 100% of leaders have clarity of the leadership as inquiry. <p>Measured by: Leadership Inquiry</p> <ul style="list-style-type: none"> 100% of leaders will use coaching with others. <p>Measured by: Surveys done on leaders ability. Observations on practice</p>	<p>Leaders who are competent in leading and influencing others through having a deeper understanding of leadership.</p>



2020 Annual Plan

2019-2020 Initiatives	What does success look like in 12 months?	Key Actions and Inputs	Led by	Accountable	Timeline
<p>1a.</p> <p>Implement and roll out a leadership capabilities (LC) framework</p>	<ul style="list-style-type: none"> A clear definition of effective leadership for Tainui is understood. A leadership capability framework is used. Leadership team will identify where they are at on the Leadership Capabilities Framework. Leadership team motivated and inspired to improve own leadership capabilities. 	<ul style="list-style-type: none"> Participate in sessions with leaders and coach through setting goals, next steps to improve. Engage full leadership team with the framework. Leadership Team self-review – where do you see yourself now? Leadership team to personalise their pathway for growth with support. From the personalised path way for growth a leadership as inquiry will be formed. 	<p>Senior Leadership</p> <p>Rosie</p> <p>Rosie Leadership team</p> <p>Individual Leadership Team</p> <p>Individual Leadership Team</p>	Tania	
<p>1b.</p> <p>Deepen leadership capability.</p>	<ul style="list-style-type: none"> Motivated and inspired leaders being agents of their own learning leadership pathway. Working with a peer, participating in coaching sessions – being the coach and being the coachee. Full participation in the leadership professional learning and demonstrates that learning is taking place. Coaching techniques are being used. 	<ul style="list-style-type: none"> Sharing what am I going to be working on to progress as an effective and capable leader – peer learning – Leadership or Teaching as Inquiry Feed forward – I’m about to embark onwhat advice can you give me? Coaching opportunity. Provided by leadership – ongoing PLD – readings, TedTalks, book study. Deliberately planned one hour professional coaching sessions weaved in to leadership meetings to practice coaching. 	<p>Dean</p> <p>Leadership</p> <p>Nat</p> <p>Tania/Rosie</p>	Tania	