



LEAD NOW

A COACHING-BASED LEADERSHIP PROGRAM

Powered by

THINKING THINGS
PORTLAND EDUCATION
THROUGH TOGETHER



creating today's learning, for tomorrow's world

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**“Coaching-based programs
are the proven best model
to draw out and challenge
great leadership in
your team.”**

Alex Bell

Welcome to Lead Now



Dear colleagues,

At **a School for tomorrow** we believe that each of us need to give priority to establishing the regular time and space in our lives to contemplate how we might grow in our vocation. A sense of vocation is such an important part of a full life. Our vocation is our calling to place our labour and love in service of someone or something greater than ourselves. It is the connection of our purpose to our practice in the context of our people and our place. And each of us needs to grow in our vocation as much as we do in all of the other part of our lives. This expertise itself should be an adaptive expertise, for with growth must come the assumption that we all need to accept the need for ongoing learning and development. None of us was made to stand still; there is a pathway to excellence that calls each of us to press on towards the prize.

a School for tomorrow is a global educational network that supports students, educators, and school leaders to thrive in a new world environment. It supports the work of CIRCLE – The Centre for Innovation, Research, Creativity and Leadership in Education (www.circle.education) in providing research-driven personal, professional, and school development programs which are all designed to prepare human beings to learn, live, lead and work in their world. CIRCLE has for over thirty years provided research, consulting, and professional education services to hundreds of schools, thousands of educators, and hundreds of thousands of students globally.

We are delighted to partner with Portland Education to bring you this exciting Lead Now Program.

Dr Philip SA Cummins

Managing Partner, a School for tomorrow.
Associate Professor of Education and Enterprise
BA, LLB, PhD, FIML, MACE, MACEL, RAA



Dear colleagues,

At Portland Education we are committed to coaching school leaders through challenging times to become the leaders they really want to be, while also building leadership teams ready for the next level.

We have worked with over 10,000 educators to think differently and do things differently. We help schools and school leaders be *brave*, so they can face challenges honestly. *Bold*, so they can take the risks they need to take.

And *authentic* because if it doesn't feel right, the chances are it won't work right. Our work helps school leaders, leadership teams, teachers and whole schools think more clearly, communicate more honestly, and gives them tangible, practical steps to make the changes they want to make.

We are very excited to be working with the team at **a School for tomorrow** to bring you this purposeful Lead Now Program.

Alex Bell

Director and Coach, Portland Education
Global Ambassador of the Year for 2020, HundrED
FRSA FCCT

**"People will forget what you said,
people will forget what you did,
but people will never forget
how you made them feel."**

Maya Angelou

Program Rationale

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a School for tomorrow. and **Portland Education** are committed to accelerate the development of future leaders in our schools, where staff are continually learning and deepening their understanding of their inquiry and practice and how to successfully *learn, live, lead* and *work* in this new world environment.

As teachers do not learn all that they need to learn in their pre-service education our **Lead Now Program** affirms the uniqueness of the individual and provides the opportunity for emerging and established middle leaders to further build towards their full potential, elicit greatness and enhance their understanding of inquiry and contemporary teaching and leadership practices, while actively contributing to the ongoing high-performance of the community they serve. Like the members of other professions, teachers and school leaders need to be continuous learners and unlearners who see their own learning as being fundamental to membership of the profession and leading the future of schooling, through ambitious yet manageable, impactful, and sustainable ways.

Benefits to the individual participant and commissioning school

| Individual participant | Commissioning School |
|--|---|
| <ul style="list-style-type: none">▪ Work with award-winning Leadership Coaches and facilitators▪ Work through an intensive and highly supportive coaching program to confidentially identify professional gaps and strengthen individual leadership capacity▪ Develop key goals and actions to support individual career stages of growth▪ Strengthen professional leadership network via a dynamic local and international community of inquiry and practice▪ Access to an extensive range of a School for tomorrow's personal and professional resources and courses via a dynamic online learning community platform | <ul style="list-style-type: none">▪ Build the overall leadership capacity of your school's emerging and established middle leaders▪ Each participant is supported to deliver a significant leadership legacy project closely aligned with the school's mission and current strategic improvement plan▪ Access to a unique national and international learning network for your school▪ Further opportunities for wider collaboration and action research▪ Plus, a free 12-month School/Institutional Membership to a School for tomorrow, Full details: https://www.aschoolfortomorrow.com/join-us |



Alex Bell with Her Excellency, Victoria Dean, High Commissioner for Barbados & the Eastern Caribbean, discussing Portland Education's education programme for Barbados's 50th anniversary of independence commemoration 2016

Coaching Definitions

A teacher's professional learning journey is an ongoing process of inquiry into, and reflection on their practice, punctuated by development activities and programs designed to enhance their professional knowledge, skills, attitudes, aspirations, character, overall personal wellness, and capacity to *lead*. This process of growth and development provides opportunities for emerging and established middle leaders to examine and challenge their assumptions about their role, experiment with new strategies to lead and for subject teachers, develop a deeper understanding of their subject understanding, the students they teach and how their students learn.

Why Coaching?

The objective of our **Lead Now Program** (LNP) is to allow for growth of emerging and established middle leaders through a bespoke coaching model. *A bespoke coaching model with high level professional conversations is designed to:*

**"Growth is never by mere chance;
it is the result of forces working
together."**

James Cash Penny

- Raise personal and professional awareness
- Increase personal responsibility and self-management
- Create goal-directed learning for progressive development of leadership capacity
- Increase engagement in personal character, competency, and wellness
- Create collaboration through interwoven engagement in the other
- Create professional dialogue

Being Coached

The coaching process is designed to allow for collaboration between educators and engagement in the personal learning journey for the coachee. If there is engagement by the coachee in the process there should be a one-to-one conversation focused on the enhancement of learning, both for the individual and for the students in your learning community.

By having emerging and established middle leaders working with a Leadership Coach, they will be able to explicitly develop the necessary skills and dispositions that more experienced teachers and school leaders may have. Some of these skills would be sound interpersonal and communication skills, emotional competency and tacit knowledge, professionalism, conflict resolution and minimisation, and policy development and strategic direction.

Through our Lead Now Professional Development Plan framework, emerging and established middle leaders are invited to explicitly articulate goals, actions, and strategies in areas for personal growth for their ongoing leadership development. The Lead Now Program is designed to allow for growth in a variety of areas and is designed for staff to develop themselves and others. Leadership coaching allows you to work together to improve teaching and personal leadership to improve self, and the place, students, and community you serve.

The Coaching Relationship

Positive coaching relationships require a high level of trust between colleagues and where possible, what is discussed in the sessions should remain confidential. As the relationship is one that will take time to cultivate, there needs to be consistency with the coach/staff member. Where possible, the staff member will be placed with a coach that has skills that will complement their own skills. There will be an agreement between the coach and the coachee in relation to the relationship and confidentiality that will be provided before the first session.

Lead Now Program Elements

Our **Lead Now Program (LNP)** is a progressive leadership development program that focuses on three critical dimensions of staff professional growth within any schooling context. The LNP will focus on the following three critical dimensions – *Professional Leadership, Curriculum & Pedagogy* and *Personal Wellbeing*. Under each dimension staff are required to develop two key goals. With the clear understanding that they will also be required to lead an agreed project, consistent with their school's strategic improvement plan.

- **Goal 1:** Is a **NOW FOCUS**. This relates to an individual's current situation and sets an objective that forms, informs and sustains their role and responsibilities, and closely aligned with the school's overall mission and strategic improvement plan.
- **Goal 2:** Is a **FUTURE FOCUS**. This relates to committing to continuous professional improvement and future educational aspirations and tangible impact for the school and its community.

Dimension: Professional Leadership

Educators are required to engage in professional learning with a view of improving individual leadership practice and ultimately student outcomes. Each staff member is therefore called to think and reflect deeply about identifying their own professional leadership needs, the school's developmental goals and needs, and educational aspirations in support of their growth and that of the young people in their care.

Dimension: Curriculum & Pedagogy

Educators are accountable to their students in support of continuous improvement. Each staff member is responsible in further developing their understanding of curriculum and current pedagogical practices that best cater for today's learner. Each educator is at a different point in the development of their professional leadership practice and will have specific goals for shifting their pedagogical knowledge and practice forward.

Dimension: Personal Wellbeing

Educators are called to explore ways that they can honour their many commitments. Each staff member is supported to be responsible for managing and maintaining a commitment to their personal wellbeing needs. By looking for opportunities to support a life harmony we aim to give ourselves the awareness and space to attend to our personal growth that supports our professional leadership capacity.

We also have a fourth critical dimension – *Faith Journey* for those teaching and leading in faith-based schools.

Dimension: Faith Journey

Educators in a faith learning community are required to develop opportunities to enliven the religious dimension of their school. By being thoughtful about how we as educators can find ways for encountering and animating faith-based values and beliefs, we are able to lead others through a process of evangelisation. Each staff member is called to explore their personal theology and find opportunities for the growth of their spiritual dimension.

Key Learning Intentions

Growing as a teacher and leader within the context of self, school, community, and the whole education system, through:

- developing opportunities to reflect, affirm and renew personal and professional development goals
- using evidence based and data driven information to guide continuous improvement and measure impact
- driving a positive change through collaborative frameworks that are consistent with the school's priorities
- understanding one's own capabilities and practices as a learner, educator, and leader
- mapping personal and professional leadership career growth

Lead Now Program Delivery Overview

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Each staff member in the **Lead Now Program** will meet with their Leadership Coach a **minimum of twice a term** to work through goals and actions for success across the three dimensions of their individual *Lead Now Professional Learning Plan*. Initially the staff member may need to meet with their Leadership Coach several times to establish a relationship and form goals and actions. Participants will undertake approx. **40 hours** across an academic year via our *Lead Now Program*, which includes over **13 hours** of synchronous guided facilitation as listed below.

| Term | Session | Focus | Delivery Mode |
|------|---------|--|---------------|
| 1 | 1 | A three-hour development session with the Lead Now Program team stepping participants through the Lead Now Program via our online MN platform | Zoom MN |
| | 2 | A one hour 1:1 session to establish relationship with Leadership Coach around goal/action formation and draft Professional Learning Plan | Zoom MN |
| 2 | 1 | A two-hour cohort networking and guided peer-coaching session with the Lead Now Program team and participants | Zoom MN |
| | 2 | A 45min 1:1 dialogue around progress of goals and actions with their Leadership Coach | Zoom MN |
| 3 | 1 | A two-hour cohort reflective leadership session with the Lead Now Program team and participants | Zoom MN |
| | 2 | A 45min 1:1 dialogue around progress of goals and actions with their Leadership Coach | Zoom MN |
| 4 | 1 | A 45min 1:1 review goal and actions progress with their Leadership Coach | Zoom MN |
| | 2 | A three-hour cohort project presentation session with the Lead Now Program team, participants, and direct reports | Zoom MN |

MN – is a School for tomorrow's online learning community platform in partnership with Mighty Networks.

Below is a sample of the proforma staff will complete in support of their ongoing professional growth:



| | | | | | |
|-------------------------|-----------------------|------|------|------------------|--|
| NAME | | | | CURRENT POSITION | |
| PROFESSIONAL GOAL/S | | | | | |
| Professional Leadership | • (NOW) • (FUTURE) | | | | |
| Curriculum & Pedagogy | • (NOW) • (FUTURE) | | | | |
| Faith journey | • (NOW) • (FUTURE) | | | | |
| Faith journey* | • (NOW) • (FUTURE) | | | | |
| ACTIONS/STRATEGIES | | | | | |
| Dimensions | 2021 | 2022 | 2023 | | |
| Professional Leadership | • | • | • | | |
| Curriculum & Pedagogy | • | • | • | | |
| Personal Wellbeing | • | • | • | | |
| Faith journey* | • | • | • | | |

*Faith Journey dimension is only applicable for emerging and established middle leaders in faith-based schools.

“The key to growth is the introduction of higher dimensions of consciousness into our awareness.”

Lao Tzu

Lead Now GROW Model & Executive Coaches

GROW Model

All coaching will follow the GROW model, with each participant bringing their Lead Now Professional Development Plan and their reflections on their goals, actions, and strategies to each coaching session. The coaching is to bridge the input and output between each coaching session stage.

- **GOAL** – Goal setting for the session as well as for the short and long term
- **REALITY** – Reality checking to explore the current situation
- **OPTIONS** – Obstacles and Opportunities for alternative strategies, or course of actions
- **WHAT** – What is to be done, when and by whom and the will to do it

We will implement the GROW coaching model for each of the half termly milestones sessions plus an overall GROW model for the entire year. Both models will run parallel through the sessions.

Executive Coaches

Alex Bell FRSA FCCT

Alex Bell is Director of www.PortlandEducation.co.uk with over 2,500 hours of leadership coaching experience and six years of bespoke vision-to-strategy consultancy for schools in the UK and globally. He was named global ambassador of the year for 2020 for the education innovation catalysts HundrED.org and is co-founder of the non-profit www.Xtalks.org named as one of the top 100 education innovations in the world in 2020 and 2021 by HundrED and Forbes.

Alex is also co-founder of www.LinkOnlineLearners.org cited by UNESCO and the OECD. He has convened the global roundtable for UNESCO Futures of Education 2050. Alex is co-founder and curator of www.OurChance.com, the world's first free online film festival about education futures, co-founder of global innovation www.Leadership-Lemonade.com, co-founder of the Changemaker program for the Eden Project and runs leadership development programs for schools on and offline throughout the year.



Leadership Growth Courses



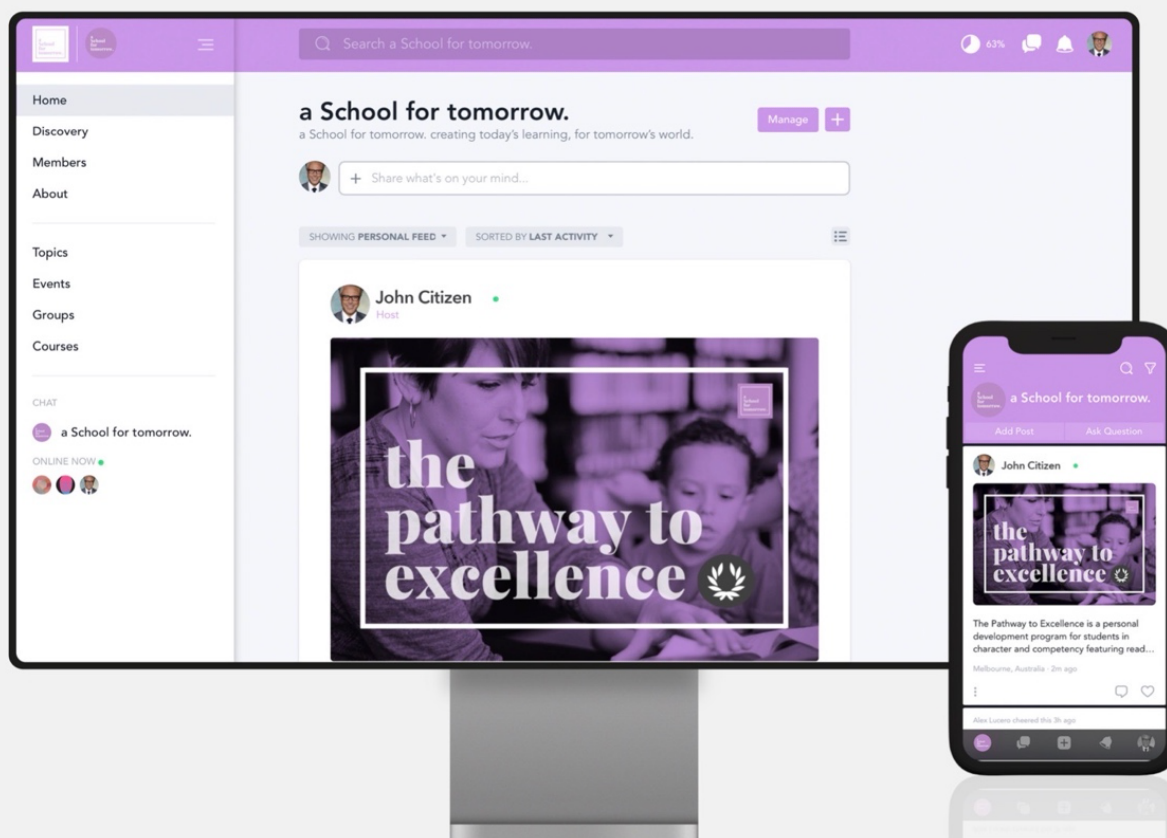
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Your growth and transformation through the development of a career are built on a foundation of ongoing reflection. You can contemplate this by considering the following questions:

- Do I begin each year by reflecting on my career development strategy and determine my specific goals for the upcoming year?
- Do I reflect on and share the narrative of my career development journey, including my sense of purpose, ambition, current strategies, choices and decision points?
- Do I cultivate a personal network with people accomplished in the career fields that interest me, in order to make better decisions about the educational and career choices in front of me?
- Do I keep a record the qualifications, accreditations and other valuable information that forms a record of my career development program?
- Do I periodically review all aspects of my career development pathway, including my academic and professional courses and program requirements, my growth in competencies and my capacity to gain hands-on work and leadership experiences?

Your personal journey of discovery is a continuous process of learning and unlearning. When you embark on it, you will begin to build the character that will equip, empower and enable you to thrive in your world. You will encounter experiences that will help you to create the voice, agency and wellness you need to master the challenges and opportunities of our fast-moving world. You will gain competencies that will help you to learn, live, lead, and work with success.

a School for Tomorrow. offers personal and professional development programs for students, staff and leaders. Teachers and school leaders can access a variety of courses via our dynamic online learning community platform.



Once you have signed up as a member, simply download the Mighty Networks App and begin to connect with your **a School for tomorrow.** community!

Lead Now Program costs

Date and time

New cohorts start in Term 1 of the Australian academic calendar, with start times from 5pm (AEST).



Costs

\$3000 per person, per annum
(Professional & School/Institutional members)



\$3500 per person, per annum
(non-members)

All prices in AUD and excl. GST

Delivery mode

Participants will access Leadership Coaches via zoom and a School for tomorrow's online learning community platform, Mighty Networks.



Audience

Emerging leaders and established Middle Leaders in education



Participants will undertake approx. 40 hours across an academic year via our *Lead Now Program*, which includes over 13 hours of synchronous guided facilitation via our Leadership Coaches.

To find out more about a [School for Tomorrow's](#) programs, products, and services or any of our other work, you can contact us through:

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