



Leading Flourishing Schools

Cluster Program Factsheet No.2

The Role of Cluster Chair/Sponsor

1. What is The Leading Flourishing Schools Cluster Program?

The Leading Flourishing Schools Cluster Program (formerly known as the High Performance School Leadership Teams Program) is the number 1 School Leadership Team Development Program in Australia (see Factsheet 1 [here](#)). The Cluster Program has three distinct stages with site-specific school leadership teamwork activities and follow up support webinars and coaching check-ins within each stage.

2. The Important Role of The Cluster Chair/Sponsor...

When school leadership teams complete the program in clusters or networks it is essential that the Cluster Chair or Executive Program Sponsor: (1) takes a highly visible role in promoting the program; (2) performs the role of MC at the various sessions; and (3) liaises with other executive stakeholders to ensure adequate time and focus is given to implementing the program relative to other school improvement initiatives.

3. Troubleshooting Problems Along The Way

Implementing a powerful school improvement strategy such as the Leading Flourishing Schools Cluster Program happens over 12 months, in real time, and in the real world of competing priorities and pressures that schools face on a daily basis. When additional challenges emerge, either internally to the school or externally through unplanned additional competing priorities among executive stakeholders, the Cluster Chair or Executive Program Sponsor has a critical role to play in negotiating clear timelines and processes to manage co-existing pressures and priorities.

3A. INTERNAL Implementation Challenges: Challenges Within The School

When additional challenges emerge internally to the school, such as unexpected changes within the leadership team, staff shortages that reduce leadership team time, or critical incidents or crises which significantly disrupt the school community and planned implementation schedules, the Cluster Chair or Executive Program Sponsor plays a key role in directly supporting the school leadership team by attending various conversations and/or meetings to express support and problem solve specific issues.

3B. EXTERNAL Implementation Challenges: Wider Stakeholder Pressures

When additional external challenges emerge during the implementation of the program such as unplanned additional competing priorities, the introduction of additional school improvement initiatives from executive stakeholders, or the requirement for additional reporting metrics and/or mandatory training without additional time and resources provided, the Cluster Chair or Executive Program Sponsor has a critical role in liaising with line managers and stakeholders to negotiate revised implementation schedules and/or re-prioritising other school improvement initiatives.

4. We're Here To Help! Stakeholder Briefing Sessions

Whilst the pulse data dashboards are a great way to showcase progress to stakeholders, along with local school implementation plans, line manager presentations and executive stakeholder meetings, sometimes simply holding 30-60min stakeholder briefing session at various times over the 12-month program is great way to get line managers and executive stakeholders together to refocus on the program and troubleshoot any competing pressures and challenges that may emerge.

Stage 1 ESTABLISH FOUNDATIONS	Stage 2 DRIVE FOR RESULTS	Stage 3 COACH FOR SUSTAINABILITY
<ul style="list-style-type: none">Flipped Classroom Preparation & CoachingFoundations 2 Day WorkshopsHPT Action PlanLeadership CoachingImplementation of HPT Pulse Survey	<ul style="list-style-type: none">Leadership team focussed on HPT Action PlanStaff meetings with self-governance frameworkMonthly Pulse Survey analysis and dashboardsMid-Program Workshop and case presentations	<ul style="list-style-type: none">Leadership CoachingObservation of staff meetings and self-governance systemProgram completion workshop and case study outcome presentations

