

LEADING *Flourishing* SCHOOLS

Leadership Team



Book Club & Term Planner

Name: _____



Leading Flourishing Schools: The Why

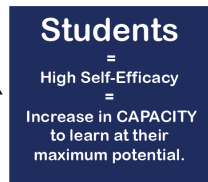
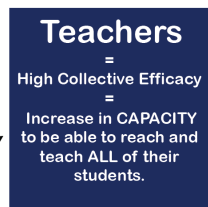
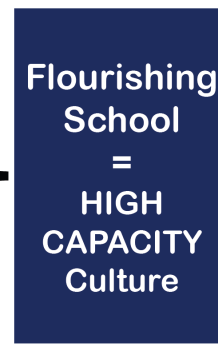
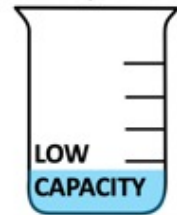
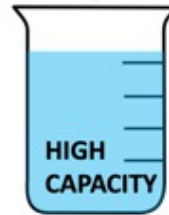
Flourishing Schools are easy to spot because their support systems maximise the 'capacity' of both staff and students to engage fully in teaching and learning. Capacity is the precursor to 'efficacy' which is the single biggest predictor of school success.

Teaching and learning require energy – a lot of energy. The energy to teach in a way that is empathic to the needs of each and every student. The energy to learn in a way that is genuine and deep – managing the struggles of assimilating new ideas combined with the roller coaster of understanding yourself & others along the way.

All staff and students need to focus their available energy on their capacity to engage in teaching and learning. However, the culture of many schools inadvertently diminishes their capacity to do this because of inadequate support systems which leave people feeling confused, overwhelmed and anxious – diverting their energy away from teaching and learning .

Flourishing Schools are able to maximise the available energy of staff and students on their capacity to engage in teaching and learning by implementing 'The Big 4' support systems within their school culture.

"You cannot pour from an empty cup..."



Leadership Book Club Meeting Protocols

Leadership Book Club Purpose: Enable school leadership teams to develop deeper and shared understandings of the concepts in the book being studied and identify implications/actions for individual and group leadership.

Leadership Book Club Practice: There are two key components of a successful leadership book club. 1.) A **Reading Plan** which is manageable for leaders to incorporate into their busy lives (see next page). 2.) A **Meeting Agenda** which is easy to facilitate and generates insightful discussions and improvement actions (see below).

Leadership Book Club Meeting Agenda (30min)



Time	Item	Role	Activity
3 min	Warm Up	Chair/ All	Each person: one word barometer check in & quick comment on goal from the previous session.
12 min	Focused Discussion	Discussion Leader/ All	Summary provided and 2 questions posed to stimulate discussion over what has been read.
12 min	Teamwork Activity	Discussion Leader/ All	Complete the specified teamwork activity & identify a personal leadership goal for the week ahead.
3 min	Wrap Up	Chair/ All	Confirm reading plan and goal for next session and one word barometer check out.

Leadership Team Book Club

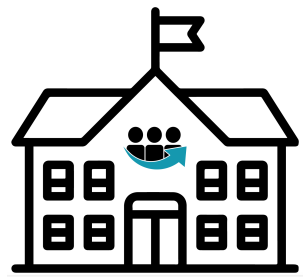
Term Planner





(Based on Fortnightly
30min Book Club Meetings)

10 Week Term	Chapter Title & Pages	Discussion Leader	2 x Discussion Questions	Teamwork Activity
Week 2  Meeting Date/ Time: 	Introduction: Cups, Torches & Lightbulbs Pages 11-21	Name:  	<ol style="list-style-type: none"> 1. <i>What is the current level of 'capacity' in our staff and students and does it fluctuate across the year?</i> 2. <i>As leaders, do we rely more on our personal influence or our support systems to lift the 'capacity' of staff and students?</i> 	<ol style="list-style-type: none"> 1. Complete <u>School Systems Scorecard</u> (HPTschools.com/Tools). 2. Discuss results and identify a personal leadership goal.
Week 4 Meeting Date/ Time: 	Chapter 1: Maximising Whole School Wellbeing Pages 23-37	Name: 	<ol style="list-style-type: none"> 1. <i>How do our staff and students track their class/team wellbeing in real time and compare with norms?</i> 2. <i>When do our staff and students complete targeted booster activities to maximise wellbeing?</i> 	<ol style="list-style-type: none"> 1. Complete <u>Collective Efficacy Audit</u> (HPTschools.com/Tools). 2. Discuss results and identify a personal leadership goal.
Week 6 Meeting Date/ Time: 	Chapter 2: Collaborating In The Goldilocks Zone Pages 39-56	Name: 	<ol style="list-style-type: none"> 1. <i>Do we have a clearly defined collaboration map and optimised meeting and communication cycle that optimises staff collaboration?</i> 2. <i>Do our meeting protocols and agendas cover both supportive and strategic items and ensure equal voice?</i> 	<ol style="list-style-type: none"> 1. Complete <u>Collaboration Zones Quiz</u> (HPTschools.com/Tools). 2. Discuss results and identify a personal leadership goal.
Week 8 Meeting Date/ Time: 	Chapter 3: Following The Platinum Rule Pages 57-76	Name: 	<ol style="list-style-type: none"> 1. <i>Can all staff and students access information about the personality and communication preferences of their peers?</i> 2. <i>Do all staff and students have the skills to 'match' communication to maximise the effectiveness of feedback?</i> 	<ol style="list-style-type: none"> 1. Complete <u>Platinum Communication Tool</u> (HPTschools.com/Tools). 2. Discuss results and identify a personal leadership goal.
Week 10 Meeting Date/Time: 	Chapter 4: Building High Performance Teams Pages 77-94	Name: 	<ol style="list-style-type: none"> 1. <i>Has every team co-constructed their team systems in a way that is aligned to the wider school?</i> 2. <i>What are the important team systems that need to be documented and available 24/7 for every team in our school?</i> 	<ol style="list-style-type: none"> 1. Complete <u>Team Systems Diagnostic</u> (HPTschools.com/Tools). 2. Discuss results and identify a personal leadership goal.

Leading Flourishing Schools



My Personal Action Plan

Chapter Themes	My Reflections...	My Goals & Actions...
<p><u>Introduction</u></p> <p>Capacity vs Capability and Influence vs System</p>		
<p><u>Chapter 1</u></p> <p>Maximising Whole School Wellbeing</p>		
<p><u>Chapter 2</u></p> <p>Collaborating In The Goldilocks Zone</p>		
<p><u>Chapter 3</u></p> <p>Communicating Using The Platinum Rule</p>		
<p><u>Chapter 4</u></p> <p>Building High Performance Teams</p>		