

Australian Professional Standards for Middle Leaders

STANDARD 1

Enabling dispositions

- 1a. Open-mindedness
- 1b. Interpersonal courage
- 1c. Empathy
- 1d. Perseverance and resilience

STANDARD 2

Enabling knowledge and skills

- 2a. Using relevant knowledge
- 2b. Solving complex problems
- 2c. Building relational trust
- 2d. Self-reflection

STANDARD 3

Enhancing understanding and respect for Aboriginal and Torres Strait Islander Peoples

- 3a. Aboriginal and Torres Strait Islander Histories
- 3b. Aboriginal and Torres Strait Islander Communities
- 3c. Aboriginal and Torres Strait Islander and non-Indigenous reconciliation
- 3d. Monitoring learning progress

STANDARD 4

Coordinating high-impact teaching and learning

- 4a. Curriculum
- 4b. Pedagogy
- 4c. Assessment

STANDARD 5

Leading improvement in teaching practice

- 5a. Professional learning
- 5b. Evidence-informed practice
- 5c. Collaborative practice

STANDARD 6

Managing effectively

- 6a. Ensuring a safe, supportive and orderly learning environment
- 6b. Students, parents/carers and the community
- 6c. Staff management
- 6d. Resource allocation
- 6e. Strategic planning
- 6f. Administrative systems and processes

LEAD 12 Insights Modules & Competencies

Middle Ldr AITSL Strds

Strategic Leadership

#1 Purpose Driven Vision – Be able to co-create a strategic vision by using our purpose statement as a basis to map out (Y-Chart) our current and future state.

AITSL Standards:
2a, 2b, 3a, 3b, 3c, 3d, 4a, 4b, 5a, 5b, 6a, 6c, 6d, 6e, 6f

#2 Line of Sight – Be able to communicate our goals and objectives using the SMART Framework and create visual activity trackers (e.g., kan ban walls) to map our progress.

AITSL Standards:
2a, 2b, 3a, 3c, 3d, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 6c, 6d, 6e, 6f

#3 Holding the Initiative – Be able to set clear delegations for decisions and ensure I have sufficient team meetings and 1:1 check-ins to optimise performance.

AITSL Standards:
2a, 2b, 3a, 3b, 3c, 3d, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 6c, 6d, 6e, 6f

#4 Leading Change – Be able to implement change effectively by aligning new initiatives with previously established behaviours and familiar routines.

AITSL Standards:
1d, 2a, 2b, 3b, 4a, 4b, 4c, 5a, 5b, 6a, 6c, 6d, 6e, 6f

Supportive Leadership

#5 Platinum Rule – Be able to communicate effectively with others based on their personality preferences (rather than my own).

AITSL Standards:
1a, 1b, 1c, 2c, 2d, 3b, 5c, 6a, 6b, 6c, 6e

#6 Right Sizing – Be able to differentiate my leadership style between managing, mentoring and coaching based on the needs of the person I am working with.

AITSL Standards:
1a, 1b, 1c, 2a, 2c, 2d, 5a, 5c

#7 Meeting Magic – Be able to implement meeting agendas and use Chair, Moderator and Live Notetaker roles to maximise both engagement and efficiency.

AITSL Standards:
2b, 3b, 3d, 4a, 4b, 4c, 5a, 5b, 5c, 6a, 6c, 6f

#8 Difficult Conversations – Be aware of my default status, and I'm able to adjust my body language to lower the risk of conflict during difficult conversations.

AITSL Standards:
1b, 1c, 2b, 2c, 2d, 3b, 6a,

Self Leadership

#9 Burnout & Unbelonging – Be able to set healthy boundaries with everyone I work with and I can recognise when I am engaging in emotional suppression.

AITSL Standards:
1d, 2d

#10 Doublethink – Be able to recognise the difference between 'right attitude' and 'right behaviour' in my staff so I don't get caught up in toxic positivity.

AITSL Standards:
1a, 1b, 1d, 2d

#11 The Go First Rule – Be able to follow the 'go first rule' to build effective working relationships using my own vulnerability narratives across personal, work and wellbeing challenges.

AITSL Standards:
1b, 1c, 2a, 2c, 2d, 6a, 6b, 6c

#12 Life Strategy – Be intentional about the dreams, goals and plans I have for my life, and I have completed a Life Strategy map which I review and update regularly.

AITSL Standards:
1d, 2d