



## **FIS 2021/2022 Leadership for Learning Cohort (L4L @FIS)**

***Good organizations have leadership roles, great organizations foster purposeful leadership.***

***In support of fostering a culture of coaching across FIS.***

### **Why Leadership for Learning @FIS?**

Organizations that spend time fostering meaningful leadership impact student learning in many positive ways. Individual growth leads to organizational change and the implementation of innovations that greatly impact learning for all ages.

From knowing yourself to leading others, leadership is a journey, one that can be purposeful, fulfilling, and impactful on the future of an organization.

### **How is This Linked to Our Strategy? - Creating a Culture of Coaching**

Impactful leaders seek peer and mentor coaching on their journey towards great impact. At FIS we have been creating a culture of coaching and this leadership for learning experience will enhance this goal by intentionally supporting each others goals towards organizational impact.

### **Our Learning Outcomes**

Our main learning outcomes are to improve student learning and life in all aspects of the FIS learning program by:

- a) Developing leadership capacity focused on student learning, operations, and the strategic direction of FIS.
- b) Working towards a distinctive, shared FIS learning culture which includes a common learning language and common learning principles for all stakeholders.
- c) Building a professional repertoire of leadership and management knowledge, skills and understandings linked to the [Leadership Standards](#) (We can adapt these for FIS), that will enable leaders to grow and succeed.

## What will the Leadership for Learning program look like?

The program will consist of 5 workshop modules of 2 hours interspersed with leadership mentoring and coaching, learning with, and from, other colleagues within each division and across both campuses.

The program will be grounded in real, everyday work and in the FIS context. The program will support existing experiences rather than something extra. Reflecting with leadership mentors, and learning and sharing with other leaders are all part of effective leadership. The workshops will be a mix of synchronous and asynchronous experiences.

## How will we know if we have been successful?

Leaders will identify relevant areas of impact and will reflect on their leadership growth throughout the year with the support of a peer coach. We'll measure growth in terms of our leadership behaviors, our influence with the teams we lead and attend, and ultimately the impact this has on student learning.

## Modules of Learning

<b>June 2021</b>	Launch and invite leaders to the cohort and offer this reading for the summer: Dare to Lead - Brene Brown - <a href="#">Dare to Lead Hub</a> <a href="#">Dare to Lead Facilitation Team</a> <a href="#">Padlet for Wonderings about the book</a>
<b>September 28th, 2021</b>	Why Lead? The purposes, principles and practices of effective leadership and efficient management. . Who am I as a leader? What is learning and how do we talk about it at FIS?

Big Questions:

- 1) How do I create impact and change? What can I change? How do I change?
- 2) Leading with our values. Who am I and who is around me?
- 3) Dare to Lead - Thoughts, reflections and context for my leadership.
- 4) From Strategy to impact. What is my puzzle piece and what do I intend to impact?

Learning	Facilitation	Who?
Activate and Share	That Person Over There	MJ (15)
Reflection Methods	Thoughts Notebook	MJ (5)
My Values - Dare to Lead	Discussion	TW and DTL Group (35)
Change and Systems Leadership	Systems Triangles	MJ (45)
From Strategy to Impact	Systems? Mental Models? Change? Consolidation? The to don't list	MJ (15)

**Oct/Nov 2021**

What is your scope of influence? Leadership and Management. Shifting the focus from what you personally achieve in class to what you can achieve: through your team; for students across your area of responsibility. What are your strengths? How can you leverage that? How to build your coalition of the willing. Digging deeper on change theory, mental models, and systems. Digging deeper into ourselves, our values, our skills to do so.

[Slideshow](#)

Learning	Facilitation	Who?
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	Where are we going for the year? What will you leave with today? What have we learnt?	Just a Minute	AW (20)
	Strengths	Gallup - Signature Theme Report Gallup - Strengths at a glance worksheet	AM & EP (70)
	Digging Deeper into Systems, Mental Models and Change Theory  From what I've learned - now what?  Commit to action and follow up		MJ (30)
<b>February 2022</b>	How to lead through change? Leaders understand how change can be confronting to some, and purposefully plan to guide the team to stronger student learning outcomes. What role does coaching play? How to build your coalition of the willing. Digging deeper on change theory, mental models, and systems. Digging deeper into ourselves, our values, our skills to do so. A focus on understanding mental models.		
	<b>Learning</b>	<b>Facilitation</b>	<b>Who?</b>
	Where are we going for the year? What will you leave with today? What have we learnt?		(7)
	The Systems Iceberg Intro and practice	Group facilitation with common topic	MJ (25)

	My Impact - What am I actually trying to change?	Individual thinking and articulation.	MJ (15)
	How can I deeply understand mental models? The Ladder of Inference		Team (20)
	Accountability pair conversations and commitments	Apply the tools and talk it through	Team (45)
	Commit and Go	Snowball	MJ (7)
<b>May 2022</b>	Agenda		
	<b>Learning</b>	<b>Facilitation</b>	<b>Who?</b>
	What will you leave with today? What have we learnt?	<a href="#">FIS Strategic Plan</a>	Tony
	Intro to PS		PS Team and JRS
	Accountability partners	Engage with materials	PS Team and JRS
	<a href="#">The Principles of Effective Meetings</a> (Location: PS hall)		Robin & Tim
	Wrap Up		Jody
	Commit and Go		MJ

	<p>How is it going with my team? Looking for learning. Supporting, coaching and challenging our colleagues. Coaching and mentoring can be different roles - when do we know what role to play? How am I doing with each team member? How do you wrap up a year and transition to the next? A leader needs to be intentional to conclude a year with their team and strategically roll into the following one. Culture and strategy - the ultimate combo. What is next for me on my leadership journey?</p>
#5	<p>We completed 4 this year due to COVID cancellations and delays.</p>

## Guided by Leadership Principles and Standards

### Leadership Principles (From PTC, can use ADCON examples)

We firmly believe that leadership is shared, and that with a common understanding of our roles, we can achieve our shared goals as a community. These guiding principles shape our approach not only as leaders, but also as learners.

- We will start with the belief that people are intelligent, capable, hard working and acting in good faith.
- We will seek to be solution-oriented, and use the school mission and a focus upon student achievement to guide discussions.
- We will advocate and support each other, and work as a team.
- We will value open discussion, aim for consensus in decisions, and constantly strive to follow up decisions and communicate effectively.
- We will strive to be transparent, make moral decisions and be fair in our dealings.
- We will create an environment based on trust and respect, which will enable our colleagues to function at their highest point of contribution.

### Leadership Standards (From PTC)

