

Building the capability of middle leaders in schools



The need

South Australia's Department of Education has a bold vision to ensure that every child can 'thrive and prosper, learn and achieve'. They realised that key to their success was empowering and building the capability of their 2,000+ middle leaders across over 500 schools state-wide.

BTS Spark interviewed middle leaders and stakeholders to uncover priority development needs. A customised program was then codesigned to support middle leaders to learn how to engage their teams, lead change and influence teachers' practice.

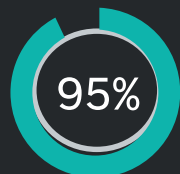
Our solution

This 7-month program enables middle leaders to engage in varied learning opportunities:

- Continuous support from a professional leadership coach facilitator
- Educational leadership masterclasses with Bruce Armstrong
- Targeted online learning to reinforce workshop learning
- Group coaching and 1-1 coaching for personalised support
- A middle leaders' toolkit for ready reference

20 cohorts of 24 participants have benefitted to date. Different cohorts have targeted rural schools, preschools and underachieving schools.

Impact



Of participants applied the learning back at school



"I feel empowered ... and really confident now to give feedback with difficult conversations."

94%

Of middle leaders would recommend this program to colleagues