



SCHOOL LEADER WELLBEING

Resources

February 2023



Background

Pivot Professional Learning was commissioned by ASPA & APPA to explore the various domains of wellbeing with a specific emphasis on the flourishing and thriving end of the wellbeing continuum. A key aim of the project was to provide data to inform efforts to continuously strengthen wellbeing support for Australia's principals. These findings are contained in a separate report.

School Leaders who participated in the survey were asked to share their experiences in relation to the resources, supports and professional learning opportunities they had used to improve and maintain their wellbeing. They were asked to consider the following eight wellbeing domains when offering these suggestions.

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| 1. Self-efficacy | 5. Positive emotional affect |
| 2. Enjoyment | 6. Supportive school environment |
| 3. Connectedness | 7. Meaning & purpose |
| 4. Autonomy | 8. Self care |

This document lists a broad range of wellbeing-related resources mentioned by School Leaders. These resources are not specifically endorsed by Pivot, ASPA or APPA. We are reporting what School Leaders would recommend to other School Leaders and educators.

Things to consider

- What are your wellbeing strengths? Where are you flourishing? And what are the areas for improvement?
- How can you enhance your wellbeing while also enhancing the wellbeing of others?
- What is the best way to share successes, helpful resources and wellbeing strategies with other school leaders?
- How can learnings about what works to support your wellbeing be translated across your leadership team and members of staff to support whole-of-school wellbeing?
- What does it take to maintain your wellbeing? What steps do you need to take to make sure your wellbeing is a priority?

Reading list

- 7 Habits of Highly Effective People – Steven Covey
- Atomic Habits – James Clear
- Clarity – Lyn Sharratt
- Dare to Lead - Brene Brown
- Difficult Conversations – Douglas Stone, Bruce Patton & Shelia Heen
- Ferocious warmth – Tracey Ezard
- Fierce Conversations – Susan Scott
- Imperfect Leadership in Action – Steve Munby & Marie-Claire Bretherton
- Lead Like a Woman – Deborah Pegues
- Leaders Eat Last - Simon Sinek
- Multipliers - Liz Wiseman
- Now We're Talking 21 days to High-performance Instructional Leadership - Justin Baeder
- Teaching Sprints - Simon Breakspear
- The Buzz & The Glue - Tracey Ezard

Courses & Programs

Name	URL	Description
ACT Aspiring Leaders Program,	https://www.act.ipaa.org.au/future-leaders-program	The Future Leaders Program is for emerging and future leaders who are passionate, established and engaged in the public sector, with aspirations of progressing to management roles. Including insights from the field, and practical protocols, Teaching Sprints outlines a simple model for engaging in short bursts of evidence-informed improvement work. Using Teaching Sprints, teams of teachers can enhance their expertise together, in a way that is sustainable on the ground.
AIS Senior Leaders Course	https://www.aisnsw.edu.au/school-leaders/leadership/leadership-centre/you-come-to-us/senior-leaders	The Senior Leaders Program strengthens leadership skills at the whole school level and supports effective team leadership. Concepts explored include Leadership theory and practice, Leading improvement, innovation and change, Leading with purpose, Brain-based coaching, The current operating environment for schools, Financial issues and risk, Legal matters, and Critical incident management.
AISNSW Flagship Course	https://www.aisnsw.edu.au/Pages/national-flagship-program.aspx	The National Flagship Program addresses both the Australian Professional Standards for Teachers and the Australian Professional Standard for Principals and contributes 65 hours of elective professional development addressing 6.3.4, 6.4.4 and 7.4.4 from the APST.
AISNSW Principal Induction Program	https://www.aisnsw.edu.au/school-leaders/leadership/leadership-centre/you-come-to-us/principal-induction-program	The Principal Induction Program supports new Principals to navigate their school community through a dynamic, diverse, and complex context.
Aspiring Principals Leadership Program	https://education.nsw.gov.au/teaching-and-learning/school-leadership-institute/deputy-principals/sl-aplp	The Aspiring Principal Leadership Program is delivered by the SLI in partnership with the University of Wollongong. It is a 12-month professional learning program for aspiring principals and others seeking to enhance their leadership impact.
Be You working groups & modules	https://beyou.edu.au/ https://beyou.edu.au/learn	Be You is the national mental health in education initiative delivered by Beyond Blue, in collaboration with Early Childhood Australia and headspace. Be You supports educators from early learning services and schools to develop a positive, inclusive and resilient learning community where every child, young person, educator and family can achieve their best possible mental health.
Berry Street Education Model.	https://www.berrystreet.org.au/learning-and-resources/berry-street-education-model	The Berry Street Education Model (BSEM) provides strategies that enable teachers to increase engagement of students with complex, unmet learning needs and to successfully improve all students' self-regulation, relationships, wellbeing, growth and academic achievement. BSEM is offered as a suite of structured professional development, consultation and mentoring opportunities for school leaders and teachers.

Name	URL	Description
Blissiree-Brain Wellness Centre	https://blissiree.com/	General mental health counselling program.
Coaching Zones of Regulation PB4L	https://www.zonesofregulation.com/	Online webinars available alongside the book and curriculum.
Crucial conversations	https://cruciallearning.com/crucial-conversations-for-dialogue/	Crucial conversations is a book and course with 10 lessons (virtual or live) spanning 6-8 hours on mastering effective communication.
Driven Within PLINK courses	https://www.plink.sa.edu.au/ilp/pages/external-dashboard.jsf?menuId=1104&locale=en-GB#/?dashboardId=6	Plink is an online learning management system used within the South Australian Department for Education. Whilst it was created for staff within the Department, it is now also open to volunteers, staff from Catholic and Independent schools, governing council members, educators who are not currently employed, and many other user groups.
Extreme Leadership	https://extremeleadership.com/	The Extreme Leadership Institute partners with individuals and companies excited by the radical potential of excellent leadership. Senior-level leadership coaches and consultants specialise in personalized leadership training, coaching, and operational plans founded in our proprietary and results-driven LEAP framework.
Harvard Leadership courses	https://pll.harvard.edu/subject/leadership	Online paid and free leadership courses offered by Harvard University.
Jubilee Centre character education	https://www.jubileecentre.ac.uk/432/character-education	Online character education CPD programme with overview of theory and practice.
Leading with Integrity and Excellence course with The Brown Collective	https://www.thebrowncollective.com.au/capacity-building/	In partnership with Brisbane Catholic Education (BCE), The Brown Collective designed, developed and delivered a customised executive leadership program, Leading with integrity for excellence: Governance for Catholic schools.
Leading with integrity in Education	https://www.thebrowncollective.com.au/capacity-building/	In partnership with Brisbane Catholic Education (BCE), The Brown Collective designed, developed and delivered a customised executive leadership program, Leading with integrity for excellence: Governance for Catholic schools.
Learning Through Doing - Guy Constable	https://learningthroughdoing.com.au/about/	Mathematics lessons and resources.
Leasing school improvement Fogarty	https://fogartyedvance.org.au/school-improvement-program/	The Fogarty EDvance School Improvement Program is a 3 year program that builds leadership capacity to improve overall school effectiveness and, ultimately, student outcomes.
LinkedIn Learning	https://www.linkedin.com/learning/	An online learning provider offering short courses focusing on business, information technology and creative skills.
Managing Difficult Conversations (AIS)	https://www.aisstraining.com.au/conflict-resolution-training-course	A one-day course on conflict resolution and managing difficult conversations.

Name	URL	Description
CPI Verbal Intervention & CPI Safety Intervention	https://www.crisisprevention.com/en-AU/Our-Programs/MAPA-Management-of-Actual-or-Potential-Aggression	With a focus on prevention, the MAPA® (Management of Actual or Potential Aggression) programme teaches management and intervention techniques to help school leaders cope with escalating behaviour in a professional and safe manner.
Mindful in May	https://www.mindfulinmay.org/	Mindfulness in May is both an event and a website with online training courses - all about mindfulness.
NESLI Advanced leadership for women course	https://www.nesli.org/alp.html	The Women's ALP is an integrated development program that focuses on the critical dimensions of effective senior leadership within the schooling context. The program employs an integrated learning methodology combining expert tuition, peer knowledge sharing, practical workplace application, and guided personal thought and reflection.
NELSI online wellbeing course for school leaders	https://www.nesli.org/rechargemasterclass.html	Supporting and sustaining principals, deputy principals and senior leaders in the midst of the most disruptive upheaval in modern times.
Newly Appointed Principal program	https://teachers21.org/ndex.php?option=com_content&view=article&id=409&Itemid=834	The program for Newly Appointed Principals is the second program option of the Urban Principals Development Institute. This program provides an opportunity for principals, typically in their first three years of service, to develop the skills they need to ensure positive academic and behavioral outcomes for their students and establish a climate that values effective teaching and teachers.
Orbis - Instructional leadership	https://www.education.sa.gov.au/orbis/programs/instructional-leadership	The Instructional Leadership program supports principals and their leadership teams to develop and refine their collective instructional leadership skills, knowledge and application to practically lead site improvement in the South Australian context over 9 face-to-face sessions.
Pathways for Moral Leadership Acumen Academy	https://acumenacademy.org/course/the-path-of-moral-leadership/	A free 9 week course on change, success and courage.
Principals as Literacy Leaders	https://www.pall.asn.au/	The Principals as Literacy Leaders program has been designed to develop the capabilities of primary school principals as 'effective literacy leaders'. The program is grounded in the latest 'leadership' and 'reading' research and provides all leaders with a range of practical tools and strategies.
Psychodrama Australia course	https://www.psychodramaaustralia.edu.au/	Psychodrama Australia seeks to awaken and strengthen the abilities of people in many settings to express themselves relevantly, responsively and creatively in the ordinary here and now situations in which they live and work. Training is pertinent to people interested in enlivening personal, interpersonal and group functioning in the fields of health, education, organisational development and creative arts.

Supporting School Leaders to Flourish: resources

Name	URL	Description
QELi Leadership Courses	https://qeli.qld.edu.au/qeli-leadership-framework-and-behaviours-of-effective-leaders/	QELi is an innovative not-for-profit organisation committed to delivering excellence in leadership by supporting education leaders to establish a strong vision, improve student outcomes and lead change in their school context and wider school communities.
Stronger Smarter Institute Leadership program	https://strongersmarter.com.au/stronger-smarter-leadership-program/	The flagship Stronger Smarter Leadership Program is the first in a pathway of programs that partners with school and community leaders in their pursuit of educational excellence for all students. .
Teach for Australia - Future leaders program	https://teachforaustralia.org/future-leaders-program/	Specifically designed for teachers working in outer regional and remote schools facing systemic disadvantage, the program prepares you for the next step in your career: the challenging and rewarding roles of school leadership. One year blended learning program (self-directed online modules + 9 days of live and virtual hybrid workshops) funded by scholarship.
Teachwell instructional lead fellowship	https://teachwell.com.au/instructional-lead-fellowship/	The Instructional Lead Fellowship is for Masterclass Alumni who seek to build their coaching capacity, and embed and sustain high-impact instruction in their school.
Team Teach training	https://www.teamteach.com.au/training/	Level 1, 2 and Advanced modules focussing on behaviour management, diffusing incidents, etc.
The Emerging Future - U-Lab Theory MIT	https://www.edx.org/course/ulab-leading-from-the-emerging-future	U-Lab course is a free, self-paced, 14 weeks (4-6hr per week) online course about future-orientated leadership theory.
The Resilience Project Smiling Mind	https://www.smilingmind.com.au/	Smiling Mind is a non-for-profit web and app-based meditation program developed by psychologists and educators to help bring mindfulness into your life. Smiling Mind has introduced a comprehensive whole-school mindfulness program to schools, and continues to support teachers as they bring the program to their students.
Tough Conversations	https://www.parentshop.com.au/professionals/tough-conversations-for-school-leaders	This course addresses the difficulties that school leaders face through often having to discuss sensitive, challenging subjects. Significant levels of stress for school leaders can be reduced when those conversations are handled with the skills taught in this course.
Victorian Academy of Teaching and Leadership	https://www.academy.vic.gov.au/professional-learning	The Academy offers evidence-informed, inspiring professional learning to Victorian school teachers and leaders.

Conferences & Networking

Branch meetings, fora, conferences & professional networking opportunities offered by the peak bodies listed below were mentioned by School Leaders.

ACEL – Australian Council for Educational Leaders <https://www.acer.org.au/>

AHISA – Association of Heads of Independent Schools of Australia <https://www.ahisa.edu.au/>

IPSHA – Independent Primary School Heads of Australia - <https://ipsha.org.au/>

QPPA – Queensland Psychanalytic Psychotherapy Association - <https://www.qppa.com.au/>

SAPPA – South Australian Primary Principals Association - <https://sappa.com.au/>

Coaching

Name	URL	Description
Breakthrough Coach Training	https://www.the-breakthrough-coach.com/	The Breakthrough Coach is an educational training and consulting firm that supports school administrators to be transformational leaders who achieve student success in a sensible workweek.
Cue Learning	https://cuelearning.com.au/	Personalised learning strategies tailored to the specific needs of leaders and their schools across South Australia, Victoria, Western Australia, Northern Territory and around Australia.
GROWTH Coaching	https://www.growthcoaching.com.au/	Growth Coaching offers a range of coaching and coach development options relevant to each leader's context and delivered by a team of expert coach practitioners.
Health Coach Ford Health	https://fordhealth.com.au/about-us/	Provide consultations and guidance to manage the physical and emotional wellbeing of clients in the corporate sector.
NSIT school review processes	https://www.acer.org/au/research/school-improvement-tools-services#nsit	The National School Improvement Tool (NSIT) brings together findings from international research and practical ACER expert guidance to evaluate learning outcomes within schools.