Leadership Starts From Within (LSFW)
This program is designed to equip aspiring leaders with an understanding of the complexity of leadership and to develop their self-understanding of personal leadership behaviours.

The program includes:
• four days of learning spaced over a period of time, a 360° leadership profile and the completion of a work-based inquiry.

The program, commencing in May 2013, is open to aspiring leaders across all sectors of the Department of Education (DoE).

Leading Teaching and Learning
This program is designed to equip aspiring leaders with an understanding of leadership that will support and improve teaching and learning, to develop their working knowledge of the National Standards for Teachers and to enhance their capacity to lead others.

The program includes:
• four days of learning spaced over a period of time and the completion of a school-based inquiry.

The program, commencing in July 2013, is open to teaching staff.

Shadowing Program for Aspiring Principals
This program is designed to equip aspiring principals with an understanding of different styles of leadership, to develop their self-understanding of leadership and emotional intelligence and to enhance their capability to lead within a Principal role.

The program includes:
• three days of learning spaced over a period of time and five days of shadowing an experienced principal.

The program, commencing in February 2013, is open to Advanced Skilled Teachers (ASTs) and Assistant, Acting, Level 1 and Level 2 Principals.

LEAP2I
This program is designed to equip participants with an understanding of how to bridge the gap between the theory and practice of innovative teaching, to develop abilities in curriculum design for 21st century skills and to enhance participants’ capacity to lead curriculum change.

The program includes:
• two to three days of learning spaced over a period of time and the completion of a school-based project.

The program, commencing in April 2013, is open to school leaders and teams.

Leading a Digital School
This program is designed to equip participants with an understanding of leading through the use of technology, to develop skills in modelling effective technology practice and to enhance participants’ leadership of innovative and creative environments.

The program includes:
• six days of learning spaced over time with a component of supported school-based implementation.

The program, commencing in May 2013, is open to school leaders and teachers.
Working with The Australian Institute for Teaching and School Leadership (AITSL) National Professional Standards

Aboriginal and Torres Strait Islander Education
This program is designed to equip participants with an understanding of culturally diverse learning environments and to develop their working knowledge of standards 1.4 and 2.4 of the AITSL National Professional Standards for Teachers.

The program includes:
- three days of spaced learning, which includes one overnight residential, and the completion of a school-based project.

The program, offered in both March and October 2013, is open to school and Aboriginal Education staff.

Developing Quality Inquiry Practices
This program is designed to equip participants with an understanding of the purpose and process of inquiry, to develop action research skills related to the workplace and to enhance the building of professional learning communities.

This program includes:
- four twilight sessions (three workshops conducted on the same day over three consecutive weeks, followed by one workshop 8-10 weeks later) and the completion of a workplace inquiry.

The program, available in multiple locations across Terms 1, 2 and 3, is suited to grade teams in schools.

Leadership Development Program
This program is designed to support the induction of new principals and the transition of principals to a new school.

Empowering Diversity in our Schools
This program is designed to equip school leaders with an understanding of social justice leadership, to develop their working knowledge of the Disability Standards for Education and to enhance their capacity to lead the transformation to schools of belonging, equity and justice.

The program includes:
- four days of learning spaced over a period of time and the completion of a school-based inquiry.

The program, commencing in May 2013, is open to school leaders.

Adaptive Schools
This program is designed to equip the participant with an understanding of the complexity of working in a team and to develop a toolkit of strategies and processes that build effective teams.

The program includes:
- four days of learning spaced over a period of time with a component of work-place trial and debrief.

The program, commencing in August 2013, is open to School Executive Officers, School Support and school leaders.

Cognitive Coaching Foundation Seminar
This program is designed to equip participants with an understanding of the power of guided conversations, to develop high-functioning communication skills and to enhance their capacity to support others.

The program includes:
- eight days of learning and practice spaced over a period of time.

The program, commencing in March 2013, is open across all sectors of the Department of Education.
Building a Feedback Culture
This program is designed to:
• equip school leaders with an understanding of effective feedback
• to enhance their knowledge of the AITSL National Standards for Teachers to improve teaching
• to enhance their capability to lead continuous improvement and growth
• to develop and practise skills in collecting and using data.

The program includes:
• three days of workshop learning, one to two days of in-school coaching, on-going support during trialling and an expectation to share learning with other schools.

The program, commencing in March 2013, is open to School Leaders.

Policy Workshops
These workshops are information sessions specifically related to the Performance and Development Framework. Twenty-two, four hour sessions are offered across the state between November 2012 and March 2013.

Network Inquiries
The network inquiries program will involve a submission process for networks to undertake inquiry into aspects of the Performance and Development Framework.

Exemplars of Practice
The Exemplars of Practice program is a funded initiative aimed at showcasing Performance and Development best practice.

Highly Accomplished and Lead Teacher Strategies
These programs will be available as the Performance and Development Framework rolls out.

Teacher Development Self-Reflective Tools
The Teacher Development Self-Reflective Tools will be available through a variety of feedback and assessment activities.

Principals as Literacy Leaders (PALL)
This initiative aims to develop principals as literacy leaders. It is available to Raising the Bar schools and their lead teachers and limited opt-in schools at network level. This five module program will be delivered by Professor Neil Dempster of Griffith University, Queensland commencing in March 2013.

Peter Sullivan Numeracy Initiative
The program, commencing in March 2013, includes six days of spaced learning and in-context inquiries and will be delivered by Professor Peter Sullivan of Monash University, Victoria.

Secondary Schools Literacy Focus
This initiative is designed to build the capacity of secondary principals as literacy leaders. This four-module program commencing in Term 1, 2013 is open to 7+ schools and Senior Secondary principals, and will be delivered by Professor Neil Dempster of Griffith University, Queensland.

Literacy for Learning Program
This program is designed to equip participants with the skills to lead other teachers in building the capacity for explicit and systematic teaching of literacy in all learning areas.

Network Inquiries
The network inquiries program will involve a submission process for networks to undertake Literacy and Numeracy Inquiry.

Empowering Local Schools
Programs will be offered across three broad focus areas:
• Inquiry and Inquiry Networks
• Connections to Local Community to improve student outcomes
• Coaching and Reflective Practice
Working with Data

Programs will be offered and co-facilitated with the Educational Performance Service (EPS). Activities will link to the Teaching and Learning Improvement Framework, the AITSL Standards and the Literacy and Numeracy Framework.

This is a two-staged program delivery in 2013:

- **Stage 1** is about using the NAPLAN Toolkit to support school leaders in maximising their use of the data, and commencing in **February 2013**
- **Stage 2** is about using data to inform school improvement planning through a collaborative inquiry approach for classroom teachers and leaders. It will commence in **May 2013**.

Teaching ESL Students in Mainstream Classrooms

This program is an internationally licensed professional development program, delivered by the Department of Education’s English as an Additional Language Unit (EAL).

The program has nine twilight workshop modules commencing in **May 2013**.

Aboriginal Cultural Understandings

This program is delivered by the Department of Education’s Aboriginal Education Service. The program is designed to equip participants with an understanding of the Tasmanian Aboriginal context both past and present, to develop strategies that meet the needs of Aboriginal students, and enhance their capacity to build culturally responsive environments.

Growth Coaching International

The **Growth Coaching International Coaching Accreditation Program** is designed to significantly build leadership coaching skills. This three phase program is open to all sectors of the DoE and is offered between **February and March 2013**.

Administration in Schools Programs

This program pathway, brokered with The Tasmanian Polytechnic, connects with the nationally accredited Certificate IV in Business and the Diploma of Management. The content aligns with school administration positions (SEO’s and other administrative positions) to provide professional learning and job promotion potential.

Topics include systems and financial administration, interpersonal skills, leadership, time management, workplace safety, developing others and customer service.

Partnerships in Teaching Excellence

This program is designed to equip graduating (pre-service) teachers with the skills, knowledge and support to effectively teach literacy and numeracy. Selections for 2013 scholarship recipients took place in October 2012. This is a joint initiative between University of Tasmania and the Department of Education Tasmania.

For more information about any of the programs in this overview please contact:

**Carol Bellchambers**, Business Manager
Phone: (03) 6421 7942
Email: carol.bellchambers@education.tas.gov.au
[www.education.tas.gov.au](http://www.education.tas.gov.au) (Search for Professional Learning)