



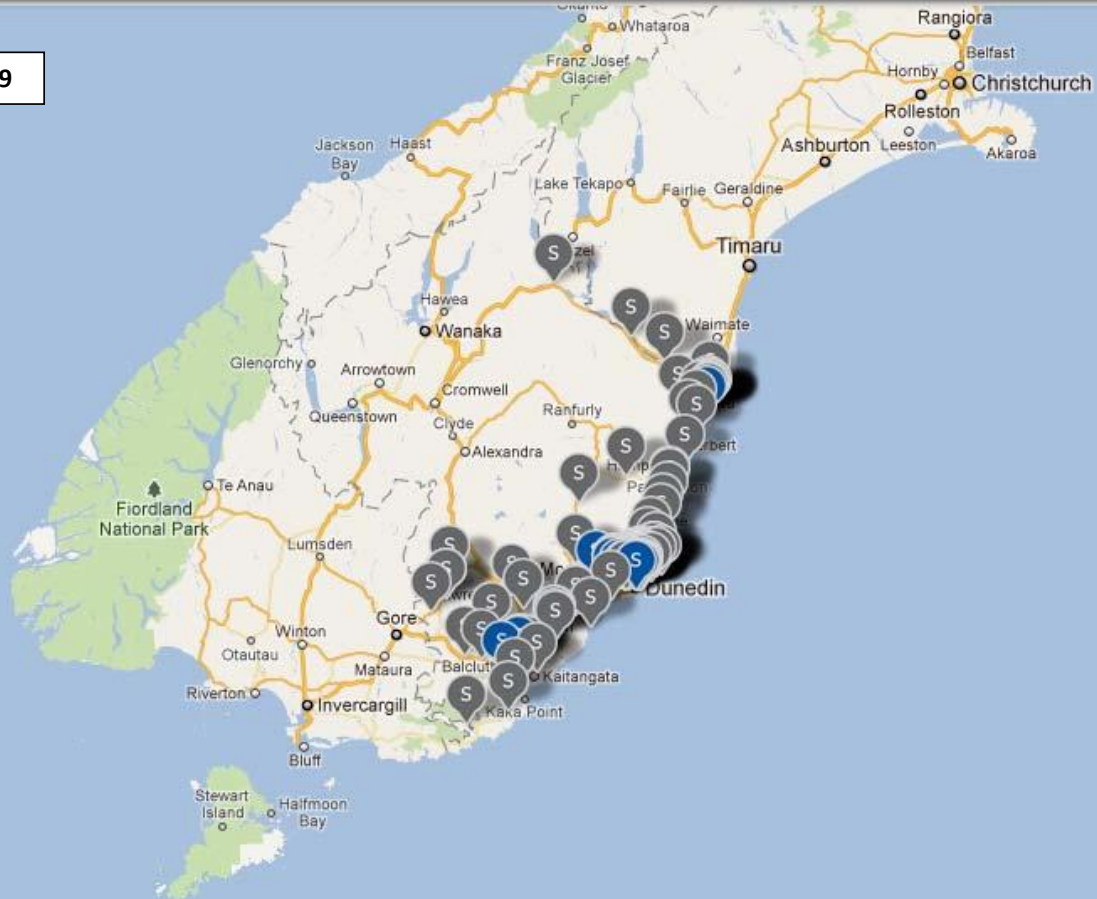
COASTAL OTAGO RTLB CLUSTER

Practice Leadership Team



Resource Teachers
Learning & Behaviour
COASTAL OTAGO - MAHI TAHĪ

Cluster 39



Teamwork

- Google Teamwork and here are some of the quotes
- “Individually, we are one drop. Together, we are an ocean.
- “Coming together is a beginning. Keeping together is progress. Working together is success.
- “Talent wins games, but teamwork and intelligence wins championships.”
- <http://youtu.be/C8MJUox3LIg>

Year 1



- 7 Clusters: 3 Primary only/ 3 Primary and Secondary/ 1 Secondary only (Managed by Dunedin Secondary Schools Partnership Manager)
- 8 Satellite Schools
- 23 RTLB (to be downsized too 21 at the end of 2012)
- 122 Schools
- Urban/Rural
- Challenges



Situations Vacant

- Not from an RTLB background
- Obvious support from some but not all
- Need for allies
- Need for expertise in RTLB practice and delivery to help drive change and start to build consistency
- Positions advertised fixed term for the rest of 2012
- Appointment process- 2 appointed Chris Panther and Paula Seymour

Practice Leaders from Toolkit



Practice Leaders are RTLB in the cluster who have additional delegated leadership responsibilities.

Suggested Leadership Delegations

- Supporting Practice
- Supervision
- Reporting
- Advocating
- Liaison

Role in 2012



- Support to CM
- Mentoring and coaching
- Leading Practice development
- Leading in Cluster days
- Liaison from RTLB to CM and vice versa
- Planning for future 2013
- Cluster Evaluation

Year 2



- Increased to 4 Practice Leaders Chris and Paula + Claire Radford and Karen Sutherland
- Diverse skills and interests but no designated roles
- De Bono's Hats.....
- Appraisal Teams
- Development of templates for consistency
- Cluster days
- Mentoring of New RTLB

Appraisal



- 5 Teams
- Appraisal based on RTC for RTLB
- Goal setting and aspirations- all PD must relate to this over the year
- Observation of focus area for year
- Casework discussions
- Term by term outline and timeframe
- Final report

Year 3



- Cluster PMI
- Same Leaders and groups to continue
- Appraisal procedures extended
- Involved in Strategic planning
- Involved in all PL leadership PD
- Firmly established as leaders in the Cluster
- Great team to work with

Appraisal Outline for 2014



Term 1

- 1 to 1 Interviews with practice leaders, Week 4 & 10/11
- Strengths, Identifying PD needs and Aspirations
- Goal Setting from 2013, new goals for 2014
- Begin evidence gathering for registered teachers criteria

Term 2

- Observations: Practice Leaders, Cluster Manager
- Case work discussed
- Evidence gathering for registered teachers criteria
- Review goals

Term 3

- Observations: Practice Leaders, of meeting with teacher/school liaison
- Case work discussed
- Evidence gathering for registered teachers criteria
- Review goals

Term 4

- 1 to 1 Interviews with practice leaders
- Final report: Review of goals
- Achievements sign off



The Road Ahead

- Flat management structure to continue
- Permanency of positions
- Other RTLB given fixed term project leadership: IYT and IT - website and HLN/Level 1 learners in the future
- Future planning and succession
- <https://www.youtube.com/watch?v=4z7gDsSKUmU>