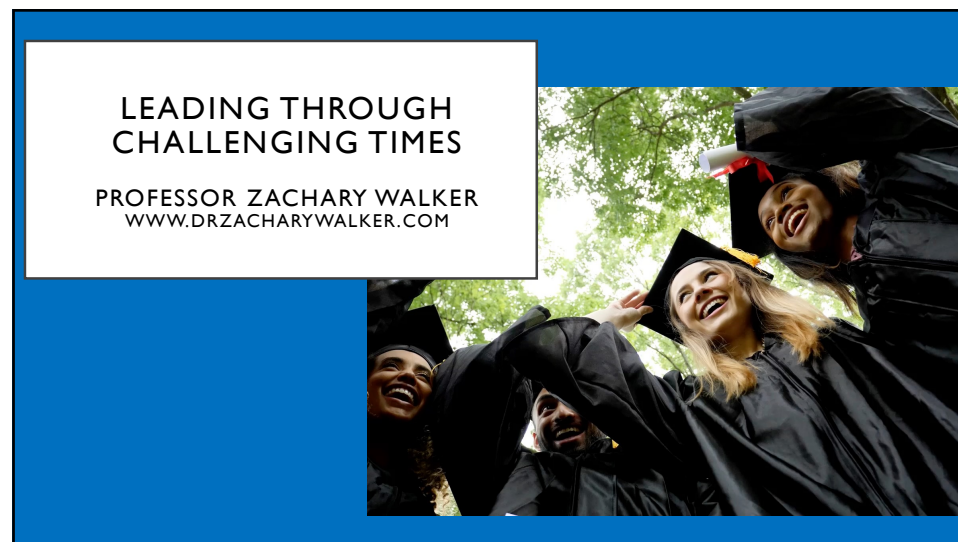




1



HEAD
SIGN

SCHOOL CHALLENGES: **ESHA HEAD SIGN**

- Adapting to AI and Technology Integration (p. 96)
- Mental Health and Well-Being of Staff and Students (p. 106)
- Teacher Recruitment and Retention (p. 76)
- Inclusion with Limited Resources (p. 40)
- Parent Engagement (p. 52 and p. 90)

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2

HISTORICAL PERSPECTIVE

3

INTENTIONALITY MATTERS

In analysing over 300 case studies from more than 20 countries, Leithwood and colleagues (2008, 2020) found that **most successful school leaders** do the following:

- 1- set clear vision for the schools
- 2- build relationships and develop people
- 3- adopt processes to support desired practices
- 4- improve the instructional program
- 5- grounded in using data well

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PRACTICAL SOLUTIONS MATTER

(GURR, 2023)

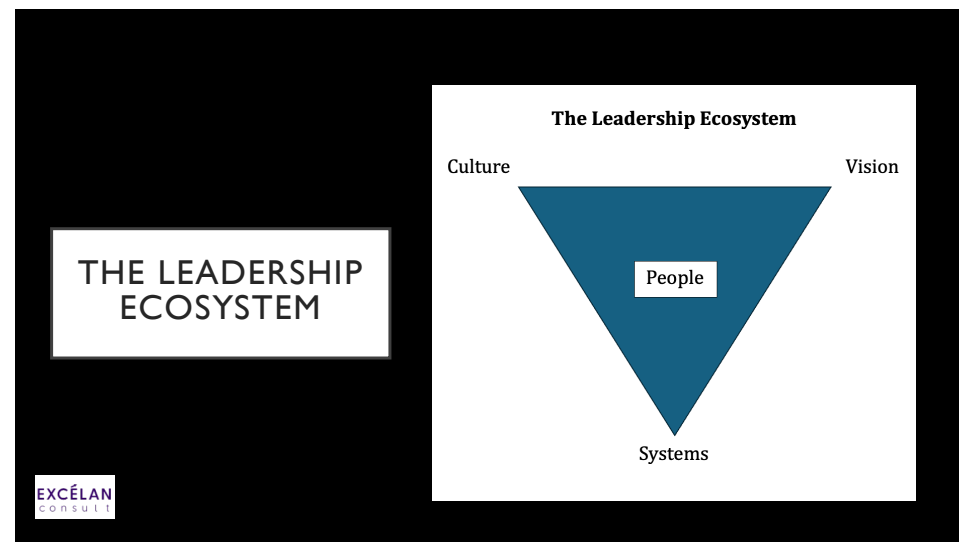
Leadership ideas are of limited use if they are not reflected in practice
(Gurr, 2023).

The best school leaders need to be **practical leaders** as well as thought leaders.

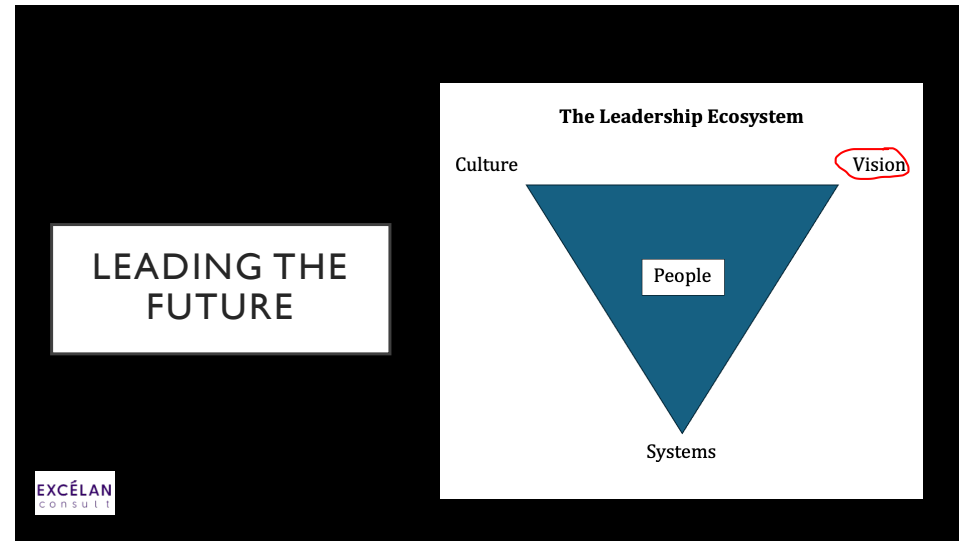
Theory is important, but effective implementation even more so.



5



6



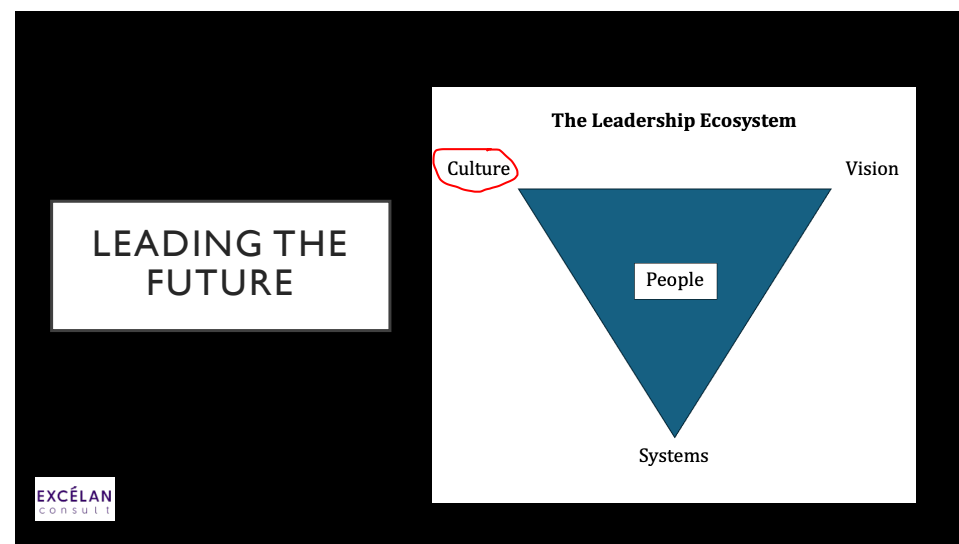
7



8



9



10

List of VALUES

Accountability	Ethics	Kindness	Self-respect
Achievement	Excellence	Knowledge	Serenity
Adaptability	Patience	Leadership	Service
Adventure	Faith	Learning	Simplicity
Altruism	Family	Loyalty	Spirituality
Ambition	Financial stability	Love	Sportsmanship
Authenticity	Forgiveness	Low	Stewardship
Balance	Freedom	Loyalty	Success
Beauty	Friendship	Making a difference	Teamwork
Being the best	Fun	Nature	Truth
Belonging	Future generations	Optimism	Time
Career	Generosity	Optimism	Tradition
Caring	Giving back	Order	Travel
Collaboration	Grace	Parenting	Trust
Commitment	Gratitude	Patience	Truth
Community	Growth	Participation	Understanding
Compassion	Harmony	Pace	Uniqueness
Competence	Health	Persuasion	Usefulness
Confidence	Home	Personal fulfillment	Vision
Connection	Honesty	Power	Vulnerability
Contentment	Hope	Pride	Walls
Contribution	Humility	Recognition	Well-being
Cooperation	Humor	Reliability	Wholeness
Courage	Inclusion	Resourcefulness	Wisdom
Creativity	Independence	Respect	
Custody	Initiative	Responsibility	
Dignity	Integrity	Risk-taking	
Diversity	Intuition	Safety	
Environment	Job security	Security	
Efficiency	Joy	Self-discipline	
Equality	Justice	Self-expression	

CULTURE → VALUES → BEHAVIOURS
 (SEARCH "BRENE BROWN VALUES")

Culture

Values

Behaviours

A high-performing culture

Excellence

We provide honest feedback immediately

11

GRISSOM, EGALITE AND LINDSAY (2021)

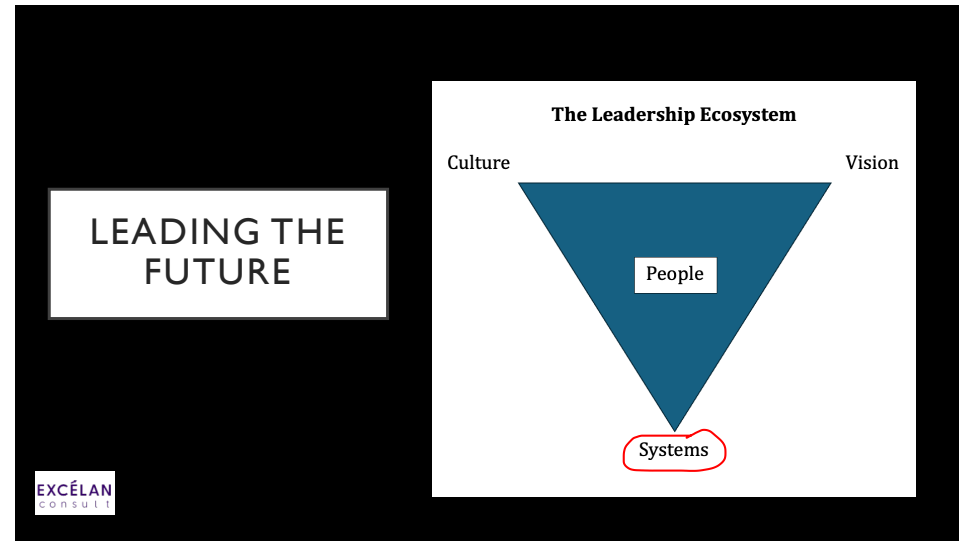
The difference a school leader can make:

- **as much as three-months of learning in mathematics and reading**
- **improved attendance**
- **improved teacher satisfaction and working conditions**
- **reduced teacher turnover**

“School leaders really matter. Indeed, given not just the magnitude but the scope of leader effects, which are felt across a potentially large student body and faculty in a school, **it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve school leadership.**”

12

6



13



14

“SYSTEMS” IN SCHOOLS INCLUDE THINGS LIKE...

Attendance Monitoring Processes	Absence Reporting
Parking Assignments	SEND Provision
Instructional Routines	Parent Referrals
Timetabling	Data Usage
Information Technology (IT)	Instructional Pillars
Teaching Assistants Usage	Tea Kettle

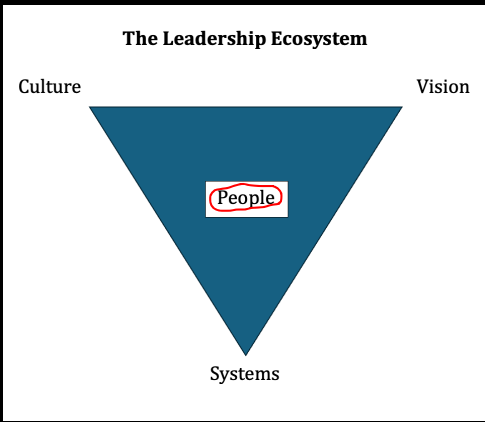


15

LEADING THE FUTURE



The Leadership Ecosystem



16

ARE YOU FOCUSED ON HEALTHY OR HAPPY?

(hint: your job is not happy)

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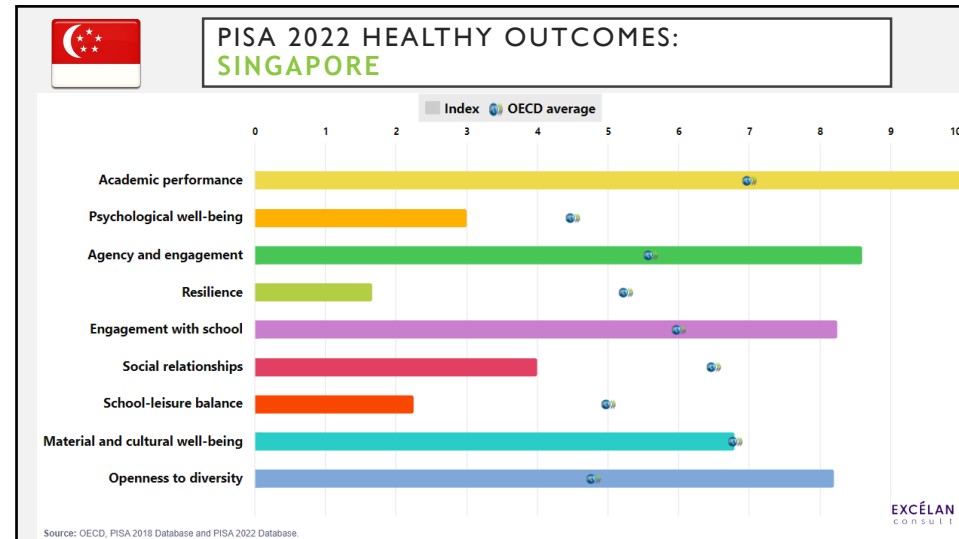
PISA ~~HAPPY~~ HEALTHY LIFE INDEX CRITERIA USED TO IDENTIFY HAPPY STUDENTS

This index allows you to compare how **healthy** students are across countries based on nine themes the OECD has identified as essential in the area of happiness, well-being, life satisfaction and quality of life.

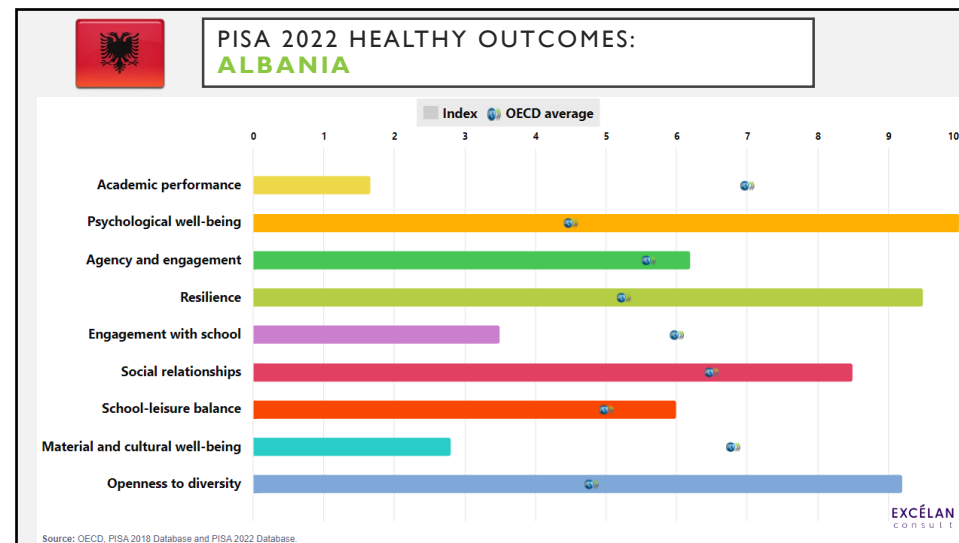
- Academic performance
- Psychological well-being
- Agency and engagement
- Resilience
- Engagement with school
- Quality of relationship & community vitality
- School-leisure balance
- Material and cultural well-being
- Openness to diversity

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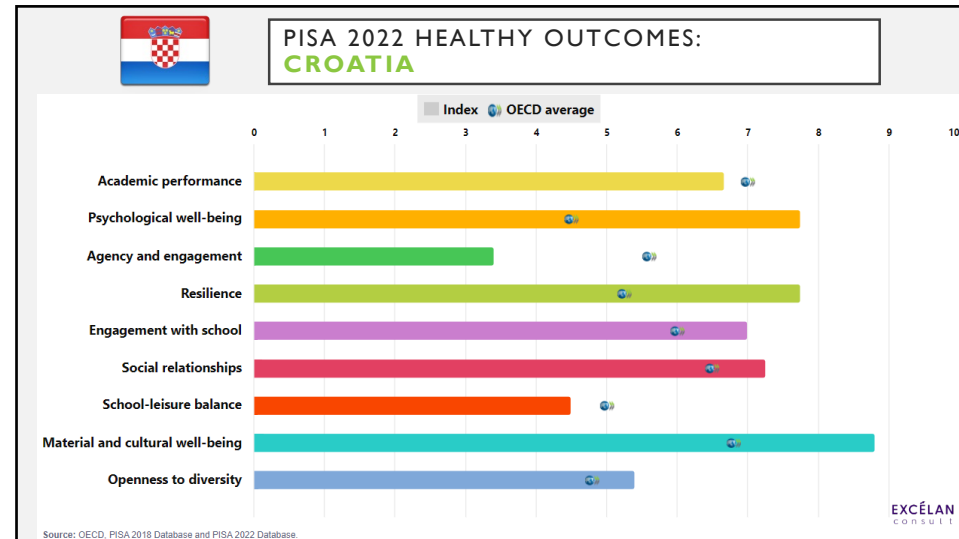
18



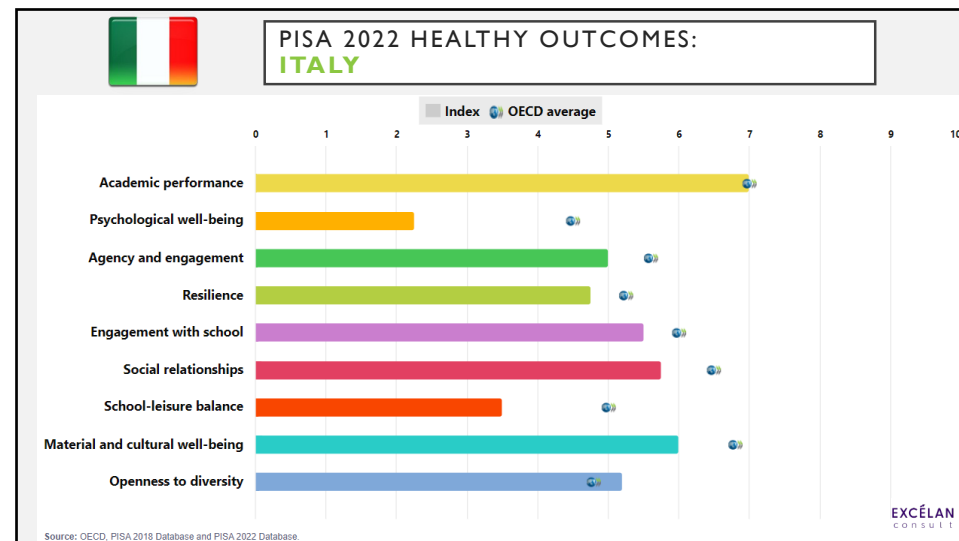
19



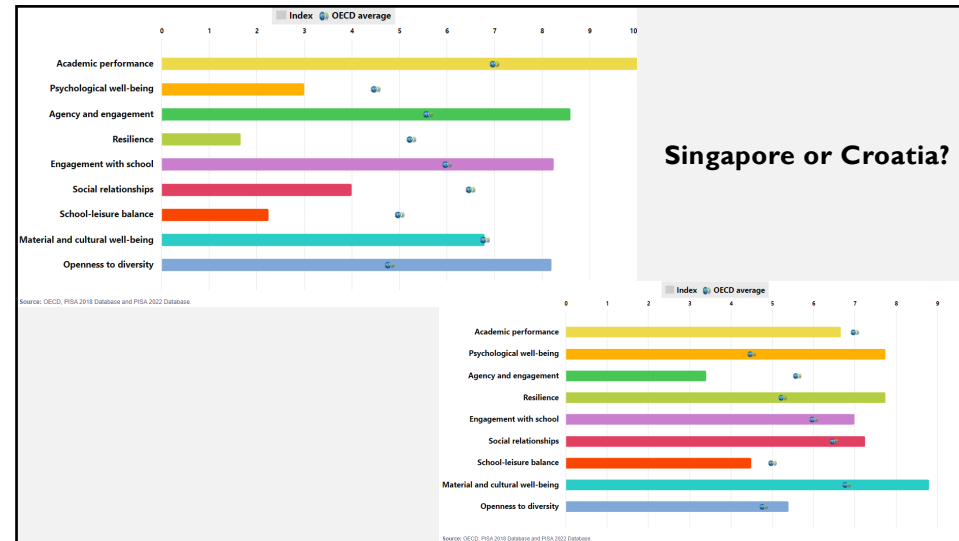
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21



22



23



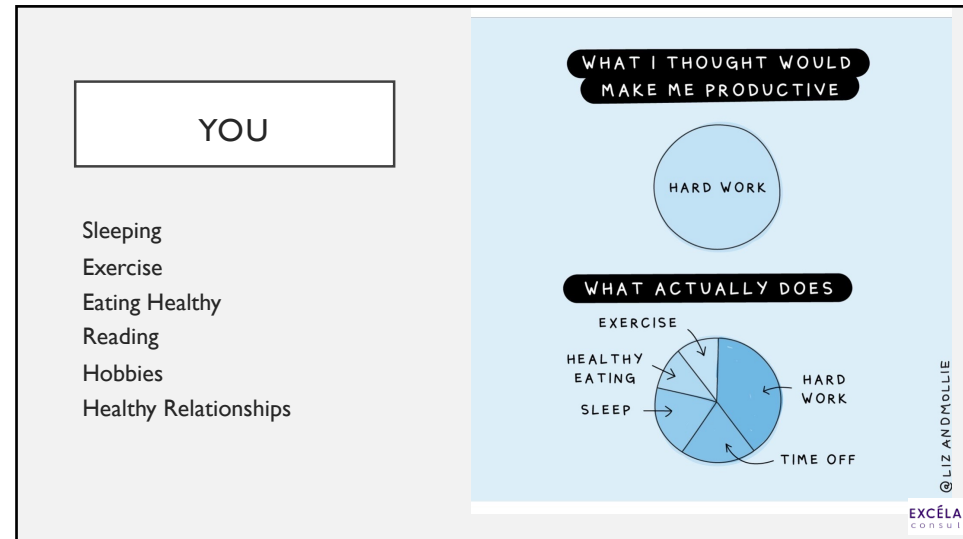
24

Slide 25 features a light gray background. At the top center, a white rectangular box contains the text "PEOPLE WANT...". Below this box, the following terms are listed vertically: "Transparency", "Participation", "Neutrality", and "Communication". In the bottom right corner, the "EXCÉLAN CONSULT" logo is displayed.

25

Slide 26 has a solid orange background. A white rectangular box in the center contains the text "WHAT ARE YOU DOING TO TAKE CARE OF YOURSELF?". The "EXCÉLAN CONSULT" logo is located in the bottom right corner.

26



27



28

SCHOOL LEADERSHIP

(DARLING-HAMMOND, 2023)

Leaders have a **profound impact on the quality of teaching.**

"It is the work they do that enables teachers to be effective - as it is not just the traits that teachers bring, but their ability to use what they know in a high-functioning organization, that produces student success.

And it is the leader who both recruits and retains high quality staff - indeed, the **number one reason for teachers' decisions about whether to stay in a school is the quality of administrative support - and it is the leader who must develop this organization."**

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YOU MATTER. A LOT.

Are you investing in your leadership as seriously as you invest in your instruction?

Looking at the per pupil investment can help you see how an investment in your leadership can make a radical difference for your teachers and your students.

-Leithwood, Louis, Anderson and Wahlstrom (2004)

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30

The need for leadership

It is not the teachers, or the central office people, or the university people who are really causing schools to be the way they are or changing the way they might be. It is **whoever lives in the principal's office.**

(Barth, 1976)

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THANK YOU!

PLEASE BE IN TOUCH!

Professor Zachary Walker
www.dr.zacharywalker.com

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