



New Site Leader

Program outline



Welcome to the Orbis New Site Leader program

Get the support you need during your first 12-months in a school or preschool leadership role. This program strengthens your understanding of the department's public education strategy, helps you build valuable professional networks, provides access to expert-led webinars and offers hands-on coaching to accelerate your growth.

The program is held face-to-face and online over 12-months, with 3 components:

- welcome day
- Learn, Lead and Prosper webinar series
- Leader Advisor coaching.

Welcome day

You'll be invited to a welcome day prior to term 1, which is the first part of the program. It will set the foundation so you can start confidently as you begin your new role.

Here is what to expect:

- **Celebrate this achievement:** Be welcomed by the department's Chief Executive, Professor Martin Westwell on your new appointment, and receive an overview of the department's strategy and insights into empowered leadership.
- **Hear from your peers:** Gain practical advice from experienced principals and preschool directors in an interactive Q&A session.
- **Plan your first 100 days:** Map out your first 100 days of leadership in a hands-on workshop.
- **Prioritise your wellbeing:** Hear from industry experts on how to best prioritise your wellbeing needs as you navigate your new role.
- **Build your network:** Share your experiences with other new leaders, build peer networks and make lasting connections.
- **Explore the program benefits:** Discover how the New Site Leader program will guide and support you through your first year as a principal or preschool director.

If you're joining the program after term 1, you'll be able to access recordings and resources from the program welcome day on the New Site Leader program MS Teams site.

Learn, Lead and Prosper webinar series

This online series delivers timely information over 12-months, offering regular term sessions, packed with advice and support from department representatives on a range of relevant topics as you continue to connect as a new site leader community. The schedule aligns with school and preschool reporting requirements.

Topics include:

- school and preschool governance
- human resources
- finance and budgeting
- work, health and safety
- incident management
- performance management.

Recordings are available on Teams if you're unable to attend live or want to revisit the sessions.

Coaching

You'll be paired with an experienced Leader Advisor—current peer or a retired principal or director to help you navigate your new role. This confidential support provides up to 24 hours of one-on-one coaching over 12-months (up to 6 hours per term) at no cost to you or your school or preschool.

Leader Advisors can help by:

- offering guidance on processes and governance
- answering questions, whether simple or complex
- sharing their knowledge and experiences
- supporting you to develop professional networks.

The coaching schedule is agreed by you and your Leader Advisor. Regular meetings can be face-to-face, by phone or via MS Teams, with at least 1 school or preschool visit recommended in your first term.

Participant requirements

To get the most out of the program, and feel confident in your role as a new school or preschool leader, you are expected to actively engage in and contribute to:

- program welcome day and/or session recordings
- relevant Learn, Lead and Prosper webinar sessions
- Leader Advisor coaching sessions or meetings.

If you are unable to meet these requirements, please contact Orbis to discuss.

Engaging.
Empowering.
Purposeful.
Collaborative.
Exemplary.



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