



New Site Leader

Program outline



Welcome to the New Site Leader program

The New Site Leader program is designed to set you up for success as a newly appointed Preschool Director or Principal. Grounded in the Leadership Capability Framework and aligned to the Strategy for Public Education, this program builds the capabilities of adaptive leadership, ethical decision making, human connecting, and engaging hearts and minds. You'll explore your role in leading people and learning, strengthen evidence-informed decision making, and build purposeful relationships with staff, families and communities.

This program is delivered over 12 months and includes:

- four face-to-face program days
- two-day finance training
- webinars aligned to key site leader priorities
- mentoring with a Leader Advisor.

You'll be supported and equipped for a powerful start to site leadership through:

- engaging with contemporary educational research
- contextualised leadership learning
- professional networks
- agency in your leadership pathway.

The learning

Throughout the program, you'll:

- strengthen your leadership capabilities outlined in the department's Leadership Capability Framework to lead your school or preschool and community with clarity and confidence
- broaden and deepen your professional knowledge, skills, and dispositions to align with the department's vision for public education
- drive improvements in student learning, wellbeing, equity, and inclusion by understanding your school or preschool as an interconnected system
- apply contemporary educational research and future-focused innovation to inform, challenge, and strengthen your leadership practice
- prioritise and sustain your own health and wellbeing through reflection, connection, and supportive professional relationships widening your network of experienced leaders and peers.

Program days

The 4 program days encompass the 4 interrelated capabilities of school leadership outlined in the Leadership Capability Framework, enabling you to successfully grow your skills to adapt and lead in your unique context.

Each program day is designed to bring one of the 4 quadrants to life and will examine the capability using both theory, and practice through principal led scenarios. You'll be empowered to improve learner achievement through the lenses of, agency, wellbeing, effective learners, equity and inclusion.

Day 1 – Human connecting

Setting you up for success with a focus on the first 100 days of site leadership, the importance of your relationships and networks and prioritising your wellbeing.

Day 2 – Ethical decision making

Supporting you to lead the management of your school or preschool in collaboration with corporate business partners.

Day 3 – Adaptive leadership

Exploring the themes of futures thinking, practices that allow you to adapt to the complex and emerging needs of your school or preschool, and inclusive and iterative change processes.

Day 4 – Engaging hearts and minds

Fostering collaboration through a cycle of inquiry to achieve common goals around a shared purpose.

Finance training

Finance training related to your school or preschool's HR and governance finance, Resource Entitlement Statement (RES) account and budget processes. This training will be delivered over 2 days in term 1 and term 3.

Webinars

Webinars aligned to key site leader priorities will provide you with timely information, advice and support from department representatives on a range of relevant school and preschool leadership topics.

Leader Advisor mentoring

You'll be paired with a Leader Advisor — either an experienced peer, retired Principal or Preschool Director — to support you as you navigate your first year of school or preschool leadership. This one-to-one mentoring provides up to 6 hours of support per term (up to 24 hours over 12 months) at no cost to you or your school or preschool.

Leader Advisors can help by:

- supporting the practical application of learning from the program days
- working collaboratively with you to consider the broader context and make informed decisions
- exploring challenges and opportunities through reflective questioning and guided problem-solving
- helping you build and strengthen purposeful professional networks.

The level of connection is determined by you and how you wish to work with your Leader Advisor. You may choose to schedule regular check-ins or access your Leader Advisor as needed for support. Meetings may be held face-to-face, by phone, or via MS Teams, with up to 4 face-to-face visits per year, including a recommended visit at your school or preschool in the first term.

Program requirements

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

- actively participate in all program days and webinars
- engage with your Leader Advisor.

If you have any questions about your participation in the program, please contact Orbis.

Related resources

[Our Strategy for Public Education Leadership Capability Framework](#)

Engaging.
Empowering.
Purposeful.
Collaborative.
Exemplary.



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