



Preschool Leadership

Program outline



Welcome to the Preschool Leadership program

The Preschool Leadership program is for early career preschool directors (2-5 years' experience) or new leaders in school-based preschools. New preschool directors will be invited to join the New Site Leaders program.

This program will empower you to build the foundational leadership skills, knowledge and working relationships you need to thrive in your new preschool leadership role. With the support of your coach and peers, you'll engage in a combination of workshops, group and 1:1 coaching, assessment tools and online sessions. This comprehensive approach will equip you to lead continuous improvement initiatives, benefiting the young children in your care.

Over 7 months, this program consists of:

- 2 full day face-to-face workshops
- 3 online one-to-one coaching sessions
- 3 online group coaching sessions.

The learning

Module 1: Understand self as a leader

- Learn to recognise when you're not performing at your peak and understand how this impacts on your work, relationships, and wellbeing.
- Identify factors that hinder your performance, and learn practical strategies for managing change.
- Proactively choose how you will react and respond to challenges and opportunities, as they arise.

Module 2: Lead change and improvement

- Leverage psychological safety to foster inclusivity and belonging.
- Use empathy to improve working relationships.
- Recognise the 'why' that drives behaviour.

Module 3: Build a strong culture

- Courageously seek feedback for growth opportunities.
- Balance on-track and off-track feedback effectively.
- Deliver consistent and impactful feedback.

Module 4: Build capability in others

- Support others to create purpose-driven, dynamic goals.
- Determine the appropriate level of stretch for goal setting.
- Use insightful questions to structure an effective coaching conversation.
- Help others to recognise behaviours they want to change, and the mindsets and beliefs that drive them.

Applied learning activities

Throughout this program, you'll be encouraged to apply learnings and actively share your experiences with your peers, facilitators and coaches. This collaborative process provides accountability, valuable feedback and supportive connections to support meaningful change.

Coaching

You'll engage in 3 one-to-one coaching sessions and 3 group coaching sessions with your workshop facilitator. All coaching sessions will be accessed via Microsoft Teams.

Each one-to-one coaching session will have a specific purpose within the overall learning design, offering you opportunities such as:

- **Receive personalised support for leadership reflection and goal setting**
Following your Personal Leadership Review, you'll work with your coach to set personal development goals. You'll identify common 'Mindtraps' that typically derail leadership effectiveness and learn how to overcome them.
- **Develop a high expectations culture and strengthen professional relationships**
Plan how you will create a culture of high expectations in your preschool, and collaborate with your coach to develop practical ways to build strong, supportive relationships within your team and across your professional networks.
- **Confidently lead change**
Gain new perspectives on effectively handling challenging situations with colleagues. With guidance from your coach, learn how to positively influence and engage others in supporting your goals.
- **Plan your leadership development strategy beyond the program**
Discuss with your coach the progress you've made and identify areas for future development.

Engaging with the pre-work for online learning will maximise your coaching sessions. You can schedule one-to-one coaching sessions at times that suit you, using a personalised login to access your coach's calendar.

Group coaching will occur via MS Teams, with pods of up to 8 preschool leaders. This offers an intense, collaborative learning experience, building strong professional connections, and opportunities to provide and receive personal feedback from your coach and peers.

Leadership workshops

These sessions are designed to build your confidence and foundational skills as an effective preschool leader, guided by a professional leadership coach with expertise in preschool leadership.

Each leadership tool will be introduced by your coach, followed by practise through paired activities and small-group work. The workshops are highly interactive, drawing on real life examples from preschool leaders, preschools and communities to deepen your leadership learning.

Online sessions led by thought leaders

Your program includes 2 interactive online sessions led by educational thought leaders and practitioners, offering insights from contemporary evidence-based research. They'll support you in translating these insights into practical strategies you can use in your own practice.

Preschool leaders reflection and feedback journal

Throughout the program, you'll maintain a journal to log your individual development goals, insights from sessions, personal reflections and feedback received from others.

Participant requirements

To achieve satisfactory completion, you need to attend all program sessions and actively participate in:

- all program activities
- all one-to-one and group coaching sessions
- pre-work in between all sessions.

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

"I have found the Preschool Leadership program so beneficial in skill development, but also in meeting, spending time with and building relationships with other Preschool Directors."

Michelle Sibbons, Ballara Park Kindergarten

Engaging.
Empowering.
Purposeful.
Collaborative.
Exemplary.



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