In “The succession challenge: Warm bodies or leaders of learning?” Fink (2011, in press, p.782) argues that developing new leadership philosophy and practice will require much better succession management than now. A ‘hire and hope’ mentality must be replaced by a ‘grow your own’ mindset. Such a change is consonant with the definition of leadership with which this review commenced – one that acknowledges leadership as shared human agency. With leadership shared amongst teachers and those holding leadership positions, Fink argues that ‘growing your own’ can become a planned outcome of shared leadership. It is incumbent, therefore, on those exercising pedagogical leadership, to take steps to awaken the ‘sleeping giant’ of teacher leadership (Katzenmeyer & Moller, 2009).

Presentations by:

Neil McDonald, A/Chief Executive Officer, Queensland Education Leadership Institute

At a time when our system has a focus on building the capability of our teachers and leaders to drive student outcomes, we can clearly see the impact of leaders who develop and unite those around them to gain improvement in student learning. Identifying and supporting our future leaders can be done in context. Strong mentors and coaches support individuals to learn and deepen their skills on how to lead collaborative and evidence based strategies in our classrooms and schools. Principals who ‘grow our own leaders’ are key to our system’s improvement and the development of talented pools of our next high potential leaders.

Paul Zernike, Principal, Milton State School, Regional Aspiring Leaders’ Program

The Metropolitan Regional Aspiring Leaders Program is designed and delivered to build leadership capacity and support leadership succession in our region. The program taps into the talent, passion and expertise of our potential school leaders, supervising principals and educational leaders to provide a suite of leadership learning opportunities targeted at:

- Building the capacity for excellence in school leadership
- Growing potential school leaders for the future principalship and other roles
- Developing a strong base for distributed leadership – a critical element of school success

Wade Haynes, Executive Principal, Brisbane State High School
State High presents a number of challenges and opportunities for developing leadership capacity. In this session, we will explore the development of leadership at different layers and the range of strategies used to develop different groups of leaders. From developing high flying classified officers to those teachers who are looking for a small opportunity to try something new, this session looks at some practical aspects and a range of models for creating your own leaders. More recently, the school has taken on whole school collaboration using PLCs from the DuFour work. The 27 PLC teacher leaders have experienced the highs and lows of working with their peers within a structured framework and this learning is rich and interesting. We will also explore the parallels between learning and leadership as well as the mental models that drive this work at Brisbane SHS.

Brett Shackleton, Principal, Ferny Grove State School

As Principal of Ferny Grove State School since 2010 I have maintained a commitment to teacher leadership across all areas of our work. In order to encourage teachers to lead and aspire to be leaders, schools must first create opportunities for them to learn about leadership and then trust them to take responsibility for improvement priorities knowing that they have a credible leader walking beside them throughout. Having said that, not all expert teachers can or wish to become leaders. So how do you identify high potential, how do you prepare them and most importantly, how do you support them?

**DETAILS:**

**Venue:** The Colmslie Hotel, Junction Road, Morningside

**Cost:** $55 PDN Subscriber/ $77 Non-Subscriber (GST included)

* Pay for 3 delegates and a fourth can attend for FREE

**On-line Registration:**

[https://www.griffith.edu.au/education/professional-development-network/events](https://www.griffith.edu.au/education/professional-development-network/events)

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