

Transforming Learning

Hay McBer

Outcomes :

Colleagues reflect upon the climate in their school and upon the leadership styles they employ

Colleagues reflect upon how the teachers and pupils in their school perceive the climate and leadership style

All Heads understand and are comfortable using the language of Transforming Learning to add to their understanding of their individual schools

Process

Timing	Activity detail	Who	Resources
15 minutes	Background and Introduction Introduce the summary of Hay McBer's research into Headteacher and Teacher Effectiveness Introduce the Hay McBer model of Transforming Learning.	West Wales	Power point
30 minutes	Introduce each of the six elements of School Climate in turn, asking trios to agree a definition. Provide Hay's definitions of each in order to confirm and clarify understanding Introduce each of the six Leadership Styles in turn, asking trios to agree a definition. Provide Hay's definitions of each in order to confirm and clarify understanding	WW to set task Coaches to facilitate discussions	Powerpoint and Sheets with six elements of School Climate Sheets with six Leadership Styles

30 minutes	<p>Discuss the elements of climate in trios – coach to monitor trios and facilitate further discussion.</p> <p>Discuss how they each perceive the climate in their school to be and upon what indications they base their perceptions.</p> <p>Trios reflect upon how their staff and pupils perceive the climate to be.</p> <p>Are there any differences?</p> <p>Trios reflect whether they have sufficiently rigorous and robust evidence/indicators to be confident of their perceptions</p>	Coach to monitor trios and facilitate further discussion.	
30 minutes	<p>Discuss the six leadership styles in trios – Discuss how they each perceive their use of styles.</p> <p>Trios reflect upon how their staff and pupils perceive their use of styles.</p> <p>Are there differences?</p> <p>Trios reflect whether they have sufficiently rigorous and robust basis for their perceptions.</p>	Coach to monitor trios and facilitate further discussion.	
30 minutes	<p>Input on relationship between school climate and leadership styles</p> <p>Trios consider: Why is it that their school is like that ? Which particular aspects of climate emerge strongly/require improvement? Which leadership styles require further practice/use in the light of the perceived climate in their schools</p>	Coach to monitor trios and facilitate further discussion.	
30 minutes	<p>How would they like to see their school in a year's time, three years time.</p> <p>How would they like to see themselves as leaders in a year's time, three years' time</p>	Coach to monitor trios and facilitate further discussion.	

