

Cycle 3 – Evaluation – Trio H

Individual outcomes – case studies/examples

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My outcome:

Personal

I have met some very nice persons. We really enjoyed our work together and got the experience that humour is international!!

It has been very interesting and very useful to discuss leadership with other head-teachers who have quite a different school system but never the less some items are the same – the standard, the discipline, our job to qualify members of staff to constantly develop the teaching style.

I have learned a lot of discussing assessment – an item we have decided to develop in the local authority.

We had two focuses:-

1. How can we change the fact that the girls get better marks at the final exam compared to the boys. How can we change the teaching to consider the boys benefit of the teaching?
2. How can we optimize our senior management teams?

I have found it useful to make the Hermann profile and to use this knowledge at school when employing new members of my management team. I had great outcome of discussing the Hermann profiles with the rest of the trio.

Professional

I have learned a lot by coaching and by being coached in connection to our focuses in the trio. Both to coach and to be coached.

I find it hard but very useful to coach my staff instead of giving good advices.

The coaching has been a focus in the work with my management-team.

I have used the “goosemodel” – it is a thoughtful expression I can say the same about “the double loop” and “do differently” – it has made a difference to my leader ship-style.

Organisational

We have changed the meetings for the management team. By being a good example to my staff I hope that

the coaching will spread to the teaching in the eldest classes.

In the trio we have organized exchanges between the schools. In January 2004 two from my staff will go to Carmarthen to plan an exchange for pupils between the two schools in October 2004 and a visit in Vejle in March 2005.

There will also be an exchange with the Italian school – the teachers are already planning for this exchange to start October 2004.

Lise Holmen