Leadership is done in the acting, 'the doing' not the talking.

Great leadership is about experiences and the coming of the heart.

Successful learning comes from relationships, trusting, loving relationships.

Pedro Noguera 'Adaptive Leadership and the Purpose of School'. *Motivating and empowering Students*

Question: Why are things the way they are, challenge....is what education should do.

Ethics and moral values needs to be carried out in education. Education is far more than achievement. It's about preparing young people for life.

Dot point 1- about common sense. How will you make the time to teach this?
• Adaptive work is about change. It’s about knowing your students and their backgrounds. On video games they learn through mistakes and learn by doing. Try to be Adaptive Leaders. Building relationships with all stakeholders is all about ‘Adaptive Leadership’.

• Equity for all students is so important in finding the gifts and talents that each child has. As educators, we have to find these talents. We have to believe that the parents of these students TRUST us to make a difference in their children's lives.

• In Barbados all children sitting College/Uni entrance scored well above the average mean score. Black, poor kids!!!! Would that be the same in Australia or in the U.S.?

• Poverty is not a learning disability. Empathy is needed. What do we do to give an even, equal education to ALL our children?

• Engage parents, engage the community, (the adaptive work).
• How can we challenge our own staff?
• What are we doing to build a love of learning in our children?
• Meet the children's needs, don't get the children to adapt to you or to how our school is organized. Teach like coaches. Focus on performing.
• Equity is meeting the child's needs. They will learn at different level, need more time, need more patience.... Help them, provide for them.

• Resilience is critical to children today and always will be. Especially for poorer children.
• Finland operate far more in the broad sense.
• Children need to be in control of their learning. Standing up in the class and moving around when you give them a challenge.
• Learning needs to be fun. But the fun must be in the learning. Not a pass time - teach them, give them knowledge.
• We must rely on inspiration and hope and not on gear and pressure

• Highest form of learning/confidence is teaching someone else what you have learnt.
• Relationships are most important for the learning of the students. If you have no relationship, they will not learn.
• Parents trained to assist teachers working in the classroom. Relationships...people working together for the needs of the students. New York school evidence of great Literacy and Numeracy improvement. Skilled teachers make this difference.

What are we doing to inspire our staff?
- Cultivate passion for teaching
- Make expectations clear and standards explicit by modeling and exposing students to high quality work
- Utilize diagnostic tools to check for understanding
- Learn about their students interests in order to make their lessons culturally relevant
- Constantly seek to incorporate new knowledge and pedagogical strategies

I. Five Essential Ingredients for School Improvement
Organizing Schools for Improvement, 2010 – Bryke, et al.

1) A coherent instructional guidance system
2) Development of the professional capacity of faculty
3) Strong parent-community-school ties
4) A student-centered learning climate
5) Leadership that drives change

We know we are succeeding when the backgrounds of students (race and class) cease to be predictors of performance and when our students become life long learners who see knowledge as a source of empowerment

• Teach the child how to conduct him/herself in school behaviour. No detentions, no suspensions...talk and explain. Backgrounds of students should not predicte the outcomes.
ESSENTIAL INGREDIENTS FOR SCHOOL IMPROVEMENT

1. Teachers not doing their own thing. Teachers working together.
2. Weaker teachers working with stronger teachers
3. Key to success is parental success. Evidence very strong in U.S. Study California. **TRUST IS VITAL.** Connection between home and school. Deep level of partnership. Not just P&F.
4. Norms, values ...creating an environment conducive to learning. Takes time to create culture. Guard mother/child story - mother late and stressed - guard takes over and takes child. Principal with late child, I am so happy to see you here today. Reinforce the values and NOT the rules.
5. Shared Leadership because it takes more than one leader to drive a school. Leading together to drive the school. Requires common vision and TRUST. Don't overwhelm the staff. Be clear of where to set priorities.

- All staff need to be on the same page to create this change.
- How do we get the answers to these questions? Also it is not a one time activity.
- If we don't have this information we start making assumptions, judgements etc...