



Education &  
Communities

Public Schools NSW



# Leading and Empowering Change

Head Teacher and Aspiring Head Teacher  
Science and Maths Conference

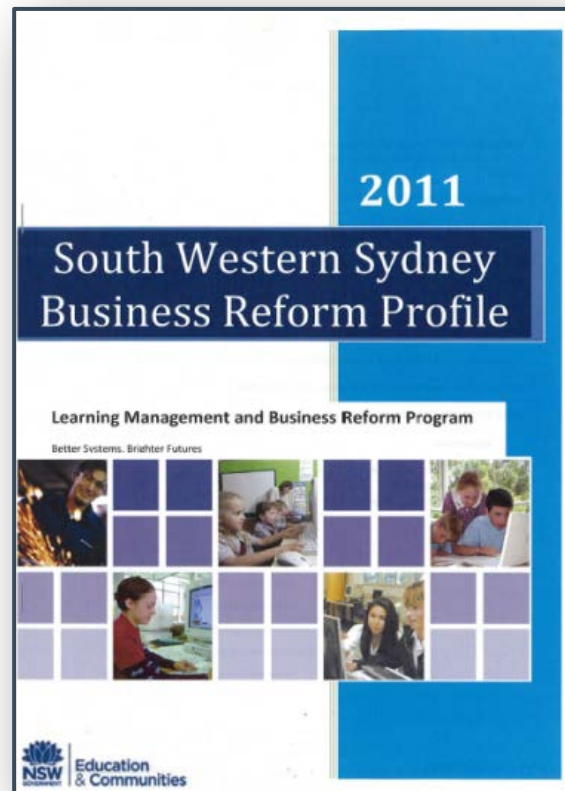
Murat Dizdar

Executive Director, Public Schools NSW

@dizdarm

# Learning Management Business Reform (LMBR) State Report 2011 –

**Points to a 31% turnover of  
Principals in South Western  
Sydney in the next 3 years –  
86 of 276 school leaders**



 MONASH University



## The Australian Principal and Wellbeing Survey - 2011 Interim Report - Phillip Riley Monash University

*Principals' Australia* estimates that as many as 70% of Australia's 10,000 school Principals will reach retirement age within the next 5 years.....represents a significant renewal opportunity for the school sector.

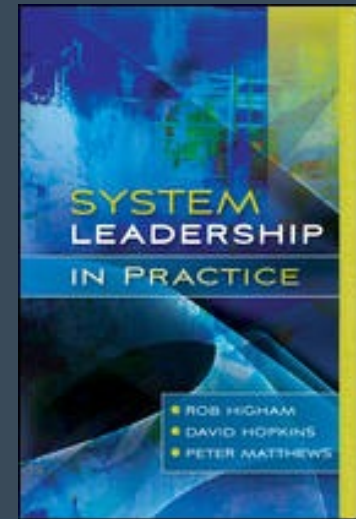


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## Importance of System Leadership

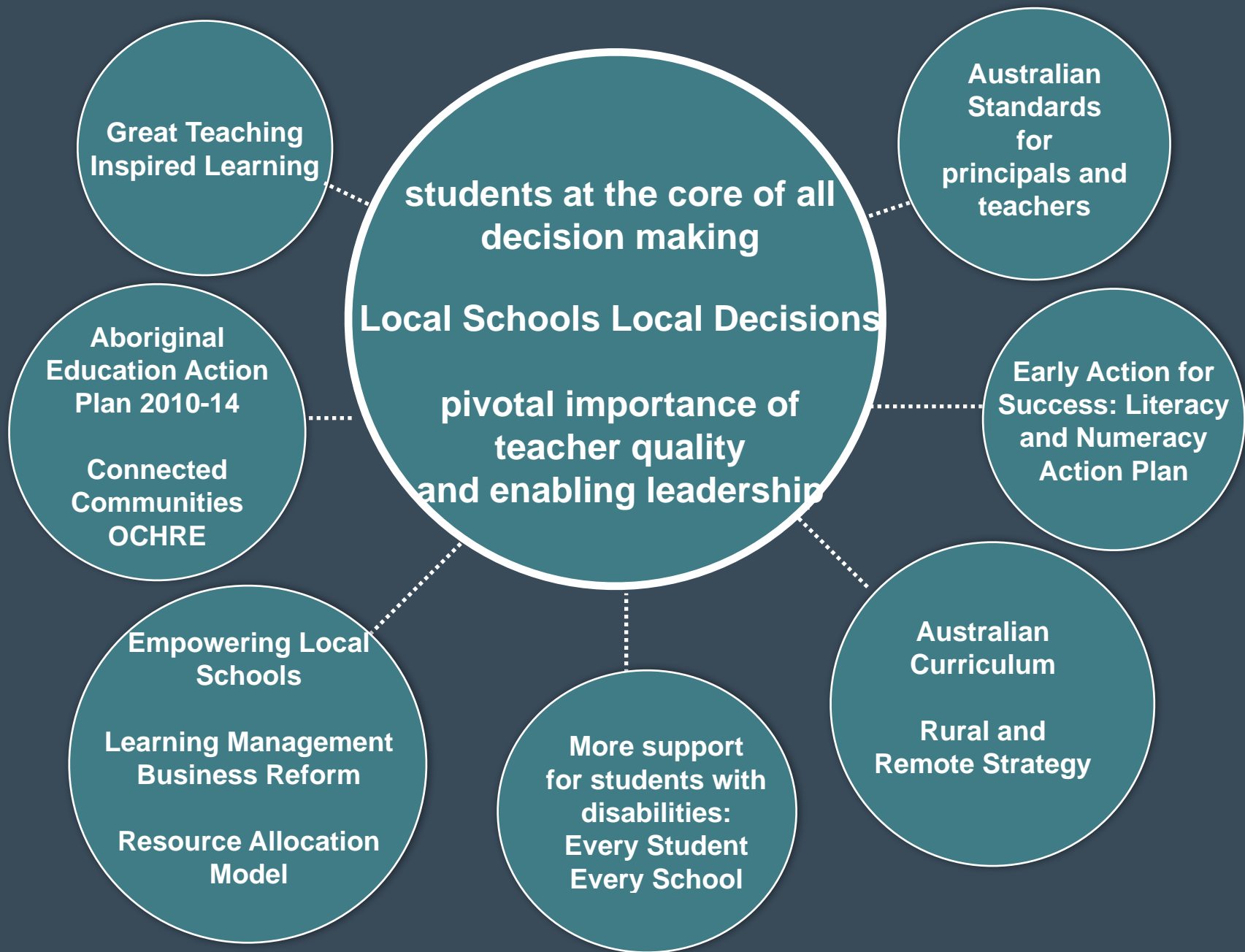
Rob Higham, David Hopkins and Peter Matthews



System leadership refers to leadership that goes beyond a single school, where leaders work directly for the success and welfare of students in other institutions as well as their own.

*'System leaders care about and work for the success of other schools as well as their own. They measure their success in terms of improving student learning and increasing achievement, and strive to both raise the bar and narrow the gap(s).*

*'They are willing to shoulder system leadership roles in the belief that in order to change the larger system, you have to engage with it in a meaningful way'*



# Sir Ken Robinson

## 3 Rules for Being a Great Leader



- **Adopt a Growth Mindset**

*"If you are always thinking about possibility you will find it. You'll keep creating the future"*

- **Creat Your Own Life**

*"This element is where natural aptitude meets personal passion. It's great if you're in your element at work, because you get energy from that. But for people who aren't finding this elsewhere is important"*

- **Unlock Others**

*"Remember that the only way to truly unlock others is to first unlock yourself"*

# Dr Norman McCulla – Teachers Lives

## *‘Who we are is how we teach’*

*Australian College of Educators – Sir Harold Wyndham Medal Oration 3 August 2012*

- “...to teach with authenticity and with conviction and with meaning”.
- “Being a good teacher requires an inordinate personal and emotional investment. There is therefore an unavoidable relationship between professional and personal identities for teachers. Teachers are indeed people. Who you are is how you teach”.
- Transforming power that a quality education brings.
- The single most important influence on the quality of the teacher is the quality of school leadership.
- True teacher quality can be enabled not mandated.
- Power of relationships and people – Dr John Vaughan first Director of Curriculum in the NSW Department of Education in the 1970s:

Person who could assemble a jigsaw of a large and complex map of the world at lightning speed. When asked how it was done, they replied:

# Champion Teacher



**David Zyngier, Senior Lecturer  
Faculty of Education, Monash University**

- Disadvantaged children have a vocabulary of 2,000-3,000 words at age six, compared with between 10,000-20,000 for wealthier children.

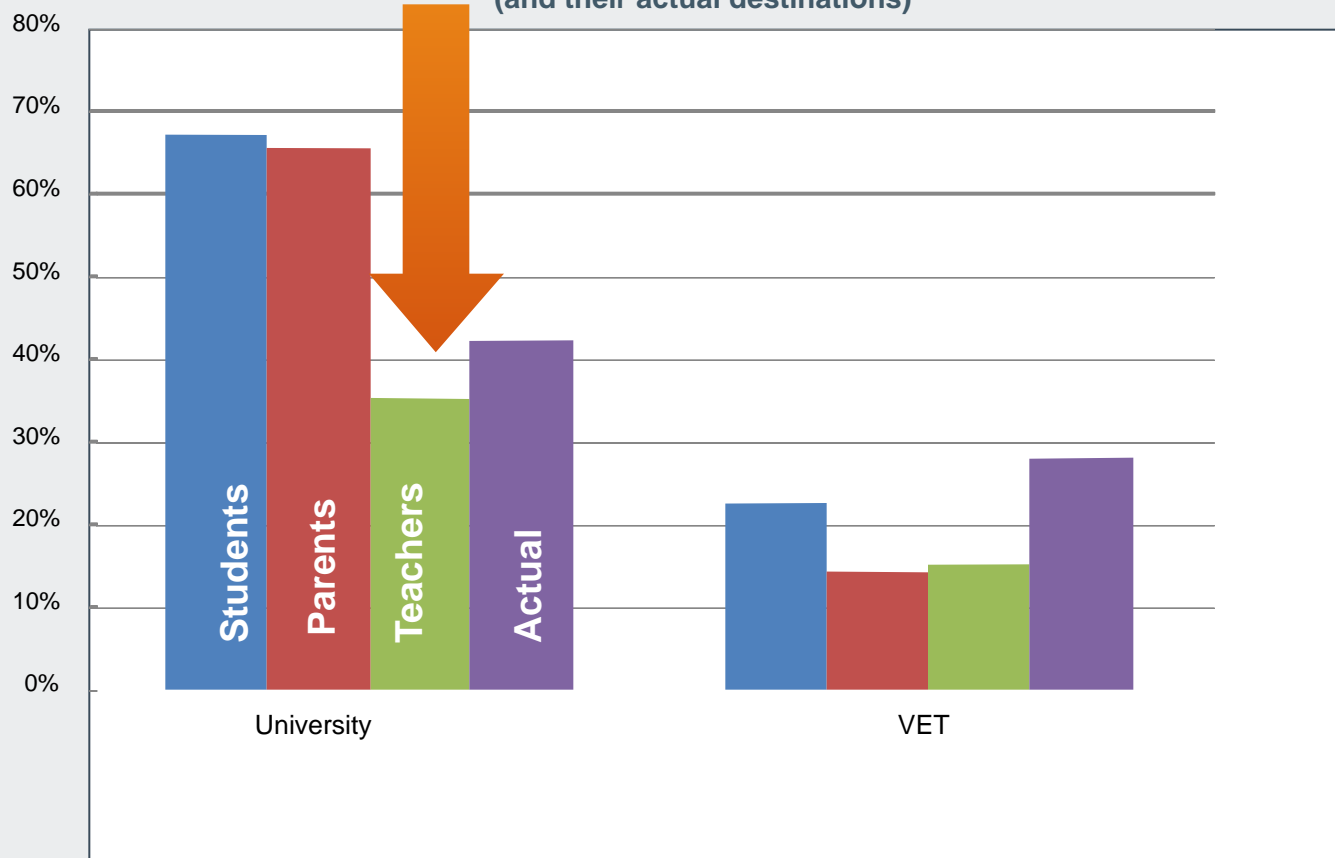
***“Children come to us in our classrooms with what has been called the ‘invisible backpack’ and some come with their backpack full of privilege and others come with a backpack of disadvantage”.***





# In NSW, teachers have significantly lower expectations than students for reaching university

University and VET expectations for students at school, their parents and teachers (and their actual destinations)



Source: Australian Council for Educational Research (2011), *Student Expectations and Destinations Study* (unpublished)



*Thank you*

for your ongoing quality work  
in improving the learning outcomes for our students and  
your professionalism and credibility in raising  
standards and expectations  
for the students we collectively serve.