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AN ROINN | DEPARTMENT OF
OIDEACHAIS | EDUCATION
AGUS EOLAÍOCHTA | **AND SCIENCE**



DIRECTORATE FOR EDUCATION

INTERNATIONAL CONFERENCE

SCHOOL LEADERSHIP DEVELOPMENT STRATEGIES

Guinness Storehouse, St. James's Gate, Dublin, Ireland

7-8 November 2007

FINAL PROGRAMME

Introduction

The conference on School Leadership Development Strategies is organised jointly by the Irish Department of Education and Science, the N. Ireland Department for Education and the Organisation for Economic Co-operation and Development (OECD). It is designed to bring together policy makers, scholars, educational administrators and international organisations who deal with school leadership issues to respond to the following questions: *How can effective school leadership best be developed and supported? What policies and practices would be most conducive to these ends?* Participants will share recent research on development approaches, discuss emerging policy issues, and consider how policy makers can respond to these challenges. The conference will be held at the Guinness Storehouse, St. James's Gate, Dublin 8, Ireland, 7-8 November, 2007.

Conference objectives

The conference aims to provide answers on how school leadership development strategies can respond to a greater set of responsibilities facing school leaders of today. Effective preparation and development of school leaders is more and more viewed as key to overall schooling success. With the greater professionalization of the job of principals, how have principals been prepared to take on and be successful in their tasks? Have recent education policy changes of decentralisation and accountability been paralleled with actions to contribute towards developing the skills required of school leaders? While there is increasing research on how principals influence school effectiveness, less is known about how to help principals develop the capacities that make a difference in how schools function and what students learn.

The conference will discuss a range of approaches for the preparation and development of school leaders. It aims to foster opportunities for discussion and dialogue and exchanges of lessons among country representatives, experts and international organizations. Participants will share recent research on development approaches, discuss emerging policy issues, and consider how policy makers can respond to these challenges. Discussions and conclusions will guide the comparative report on school leadership being prepared at OECD at present.

Conference format

The format of the conference is designed to foster opportunities for meaningful discussion and dialogue among participants, national representatives, international organisation representatives and experts. This is why we ask participants to take an active role in the conference. Prof. Tony Mackay,

Director of the Centre for Strategic Educational Thinking (CSET), Melbourne, Australia will facilitate the conference to this end.

The conference will begin with an opening session and go directly into the country sessions. These aim to stimulate participants to discuss different strategies for leadership development, including different pre-service, induction or in service development approaches, as well as content, methodology and type of provision available.

In the sessions, there will be one lead country making a more general presentation to identify the main issues analysed during an OECD country visit. Other country representatives will discuss the key issues in relation to their national approaches, responding to the following questions:

- What have been their national development strategies and how have they been organised?
- What have been the outcomes, advantages or disadvantages of their different strategies?
- What are the challenges they are facing?

A final key note speech by Prof. John West-Burnham, from the University of Hull, UK, will bring presentations and discussion of school leadership development into perspective by linking country practices with theory in the field.



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SCHOOL LEADERSHIP DEVELOPMENT STRATEGIES

Conference Facilitator: Tony Mackay, Director of the Centre for Strategic Educational Thinking (CSET), Melbourne, Australia

Wednesday 7 November 2007, Afternoon Sessions

12:30 – 14.00 *Light lunch and registration of participants*

14.00 – 14.45 **Opening session: Improving school leadership**

Welcome by Barbara Ischinger, Director for Education, OECD
Address by Mary Hanafin, DES Minister of Education, (ROI)
Address by Caitriona Ruane, Minister of Education, Belfast

14.45 – 15.00 **School leadership matters in OECD countries**

Beatriz Pont, OECD Education Directorate

15.00 – 15.30 **School principals in action: Perspectives on leadership development**

Chair: Tom Hesketh, Director, Regional Training Unit (N. Ireland)

Presenters:

Catherine Wegwermer, Principal, St Joseph's Primary School, Crumlin (N. Ireland)
Martin Wallace, Principal, Castletroy Community College, Limerick (ROI)

15.30 – 16.00 *Coffee break*

16.00 – 17.30 **Integrating leadership development in the broader policy context**

Many countries have introduced new school leadership preparation and professional development programmes, but have not integrated them into the broader educational policy frameworks. This session aims to provide examples of coherent approaches that combine training for school leaders within broader leadership and school improvement agendas.

Chair: Paddy Flood, LDS (Republic of Ireland)

Presentation: "The Victorian School Leadership Strategy", Peter Matthews (Rapporteur of the OECD case study visit to Victoria, Australia), Visiting Professor, Institute of Education, University of London

Country roundtable:

England: Laura Cunningham, Head of School Leadership Policy Team, Department for Children, Families and Schools

Geoff Southward, Deputy Chief Executive, National College for School Leadership (NCSL)

New Zealand: Darren Gammie, Team Leader, Effective Leadership, Ministry of Education

Norway: Per Tronsmo, Director, The Norwegian Directorate for Education and Training

Slovenia: Andrej Koren, Director, National School for Leadership in Education

17.30 – 17.45 **Perspectives on leadership development from social partners**

Presenters:

OECD Business and Industry Advisory Committee: Attilio Oliva, Chairman of Education Committee

OECD Trade Union Advisory Committee: Roar Grottvik,

Wednesday 7 November 2007, Evening Social Events



18.00 – 19.00	Guinness Experience, complementary drink
19.00 – 21.00	Dinner at Guinness Storehouse, hosted by DES, Republic of Ireland and Department of Education, Belfast
21:00	After dinner entertainment

Thursday 8 November 2007, Morning Sessions

09.00 – 10.30 Different alternatives for school leadership training

School leadership training and development is becoming the norm across countries. But approaches diverge greatly in terms of timing, duration, structures, providers, methodologies, and content areas. This session aims to present and discuss the advantages and drawbacks of different approaches to the design and delivery of school leadership training.

Chair: Hunter Moorman, OECD Education Directorate

Presentation: "The Austrian Leadership Academy", Louise Stoll (Rapporteur of the OECD case study visit to Austria), Professor, London Centre for Leadership in Learning.

Country roundtable:

France: Jean-Pierre Obin, Inspecteur Général de l'Éducation Nationale, Ministère de l'Éducation Nationale

Hungary: Gábor Halász, Scientific Advisor, Institute for Educational Research and Development

Ireland: Helen O'Sullivan, Assistant National coordinator, Leadership Development for Schools

Korea: Ee-gyeong Kim, Research Fellow, Centre for Education Policy Studies, Korean Educational Development Institute

10.30 – 11.00 *Coffee break*

11.00 – 12.30 Attracting and recruiting effective school leaders

School leadership policy needs to ensure that the best available candidates are attracted to the profession and selected for employment. This session aims to explore ways to make school leadership an attractive career choice and recruit competent people into the profession.

Chair: Deborah Nusche, OECD Education Directorate

Presentation: "School Leadership Training in Sweden", Olof Johansson, Professor, Centre for Principal Development, Umea University, Sweden

Country Roundtable:

Belgium (Fl.): Geert Devos, Professor, Department of Educational Studies, Ghent University

Mexico: Miguel Székely-Pardo, Under Secretary for Middle Education, Ministry of Public Education

Netherlands: Joost Den Oudsten, Senior Policy Advisor, Ministry of Education, Culture and Science

N. Ireland: Robert Fitzpatrick, Professional Development Officer, Regional Training Unit

Portugal: Lucília Ramos, Head of Unit, Human Resources Education Department, Ministry of Education

Spain: Rosario Alvarez Vara, Conseiller technique, Institut d'Evaluation, Ministère de l'Education et de la Science

12.30 – 14.00 *Lunch*



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Thursday 8 November 2007, Afternoon Sessions

14.00 – 15.15 Keynote: Understanding effective leadership development

John West-Burnham, University of Hull, United Kingdom

15.15 – 15.45 *Coffee*

15:45 – 16:45 Final roundtable: Promising policies for making leadership development strategies successful in improving school outcomes

Moderator: Deborah Roseveare, Head of Education and Training Policy Division, OECD

Panelists:

Per Hansen, National Authority for Institutional Affairs, Danish Ministry of Education

David Hopkins, Professor, Institute for Education, London School of Education, UK

Stephan Huber, Head of the Institute for Management and Economics of Education, Teacher Training University of Central Switzerland (PHZ) Zug

Miguel Székely-Pardo, Under Secretary for Middle Education, Ministry of Public Education, Mexico

Kenneth Wong, Professor of Education and Public Policy, Brown University, USA

16.45 – 17:00 Conclusion: Summary of key points

Paddy Flood, National Coordinator, Leadership Development for Schools (Republic of Ireland)

Tom Hesketh, Director, Regional Training Unit (Northern Ireland)

Beatriz Pont, OECD Education Directorate

Go n-éirigh an bothar libh!