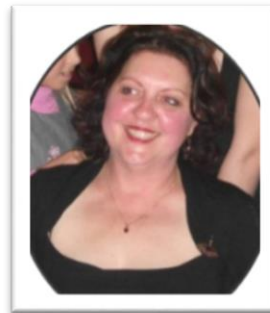


Distributed Leadership

BUILDING LEADERSHIP in LEARNING AND TEACHING QUALITY STANDARDS with SESSIONAL STAFF: a DISTRIBUTED LEADERSHIP APPROACH



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This session aims to....

1. Discuss how distributed leadership can engage sessional staff in a process that ensures their contribution to enhancing quality standards in learning and teaching
2. Engage participants in a *reflective activity* of how the ASERT (Action Self Enabling Reflective Tool) developed as a resource to enable distributed leadership, may be modified to ensure sessional staff engagement.
3. Invite participants to engage in a Community of Practice on distributed leadership



Description

Action by many people working collectively across the institution to build leadership capacity in learning and teaching.

*DL differs from other approaches to building leadership capacity in which the **traits, skills and behaviours of individual leaders** are emphasised*



Distributed Leadership

Criteria for Distributed Leadership	Dimensions and Values to enable development of Distributed Leadership			
	CONTEXT Trust	CULTURE Respect	CHANGE Recognition	RELATIONSHIPS Collaboration
People are involved	Expertise of individuals is used to inform decisions	Individuals participate in decision making	All levels and functions have input into policy development	Expertise of individuals contributes to collective decision making
Processes are supportive	Leadership is implemented as a shared process not just a position	Decentralised groups engage in decision making	All levels and functions have input into policy implementation	Communities of Practice are modeled
Professional development is provided	DL is a component of leadership training	Mentoring for DL is provided	Leaders at all levels proactively encourage DL	Collaboration is facilitated
Resources are available	Space, time & finance for collaboration are available	Leadership contribution is recognised and rewarded	Flexibility is built into infrastructure and systems	Opportunities for regular networking are supported



Distributed Leadership

Aligning the Sessional Staff Standards Framework and the ASERT

	Sessional Staff Standards Framework	ASERT
Principle 1: Assuring and enhancing the quality of L&T		
	<p>1.3 Department level</p> <p>1.3b Sessional staff engage in decision-making on L&T issues GP SS input is actively sought when making L&T decisions SS are paid for their contributions</p> <p>1.3c Sessional staff are involved in teaching teams GP- regular meetings that allow debriefing, planning, sharing of good practice, collaborative development of L&T strategies as well as mentoring and team building opportunities</p>	<p>People are involved-</p> <p>Expertise of individuals is used to inform decision Expertise of individuals contributes to collective decision making</p> <p>Resources are available Space, time and finance for collaboration are available Opportunities for regular networking are provided</p>



Distributed Leadership

Aligning the Sessional Staff Standards Framework and the ASERT

	Sessional Staff Standards Framework	ASERT
Principle Support for SS	2 2.1 Institution level 2.1a Institution has a funding model that allocates resources for sessional staff PD 2.2 Faculty level 2.2a An active two-way communication system is in place between Faculty and sessional staff	PD is provided Mentoring for DL is provided Collaboration is facilitated



Distributed Leadership

Aligning the Sessional Staff Standards Framework and the ASERT

	Sessional Staff Standards Framework	ASERT
Principle Sustainability	<p>3 3. Institutional level</p> <p>3.1a Teaching excellence by SS is recognised and rewarded GP SS are encouraged to apply for university teaching awards Special categories exist for SS</p> <p>3.2 Faculty level 3.2a SS are included in academic CoPs GP SS participate in research on L&T</p>	<p>Resources are available Leadership contribution is recognised and rewarded</p> <p>Processes are supportive CoPs are modelled</p>



3. Reflective Activity:

Reflect on what changes would need to be made in your institution to enable a distributed leadership approach to assist sessional staff to contribute to the enhancement of learning and teaching quality?

Discuss this within your groups to determine the most important enabling action needed.



Community of Practice Invitation

You are invited to become a member of the Community of Practice being established on distributed leadership:

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