Celebrating the creativity of educators and the power of ‘Re-thinking’

NATIONAL LEARNING FORUM
16-18 April, 2008
Toowoomba, Queensland, Australia

Participating school systems:
Department of Education, Training & The Arts, Queensland; Department of Education & Training, Victoria; Department of Education & Training, Western Australia; Canberra-Goulburn CEO; Sydney CEO; Toowoomba CEO; Singapore and Sicily.

http://ideas.usq.edu.au
Leadership Research (LRI) /USQ

Associate Professor Dorothy Andrews
Professor Frank Crowther
Dr Marian Lewis
Dr Mary Keeffe
Joan Conway
Mark Dawson
Shauna Petersen
Associate Professor Shirley O’Neill

Associates
Lindy Abawi
Allan Morgan
Sharon Taylor
Dr Jan D’Arcy
Lynn Healy

Professional Associates
Professor Michael Gaffney (ACU)
Jenny Lewis (ACEL)

Project & Administration Officer
Marlene Barron

IDEAS Core Team
Dorothy Andrews (National Director)
Frank Crowther (Senior Researcher and Consultant)
Mark Dawson (National Project Coordinator)
Joan Conway
Marian Lewis
Shauna Petersen
Lindy Abawi
Allan Morgan
Sharon Taylor
Welcome to the National Learning Forum

The development of IDEAS

The year 2008 marks 10 years since IDEAS commenced. Motivated by “a desire to assist Queensland State schools to explore and share strategies which would ensure that the benefits of school-based management extended into classrooms and to impact positively on student learning outcomes and professional satisfaction of teachers” (Bob McHugh, from the preface of the IDEAS Project Guidelines, March 1999), Education Queensland partnered with Frank Crowther (Associate Professor USQ School Leadership Institute – now the LRI) to establish a whole-school improvement initiative that became known as IDEAS. A pilot study commenced in 1998 in the Warwick District involving four schools, namely, Warwick West, Inglewood, Goondiwindi and Stanthorpe (the BIGWIGS). Frank Crowther led the project and Kath Schamburg was the Education Queensland facilitator. However, it was a small group of teachers (particularly Catherine, Darryl, Di, Esta and Russell) at Goondiwindi SHS who contributed the original IDEAS foundations, paving the way for others to follow.

A State trial for IDEAS commenced in 1999 and involved over 40 Queensland State schools. At that time, the IDEAS team consisted of Professor Crowther, Dorothy Andrews and a doctoral student, Marian Lewis from LRI/USQ with Doug Watson and Bob Argus from Education Queensland. The resources included a little blue book, the first IDEAS Manual, that drew on significant research from Fred Newmann’s CORS project, Wisconsin University; Crowther and Olsen’s work on Teacher leadership; and a lot of trust and goodwill from the school-based people.

In April 2000 a cluster of schools in the Murrumba Downs District entered the project. The Murrumba Cluster was coordinated by Helen Starr (who became the first IDEAS Education Queensland coordinator for IDEAS) and the LRI/USQ Core IDEAS Team. As the project developed, significant new understandings developed, informed by the Commonwealth Government’s IBP project (Parallel Leadership; the initial school improvement model); 2001-2004 ARC SPIRT grant (further development of the ideas process, schoolwide pedagogy, professional learning and professional conversation protocols, the concept of Three-Dimensional Pedagogy (3D.P); and the refinement of the school improvement model); and our ongoing work with schools.

Since that time IDEAS has expanded throughout Australia. The National IDEAS Trial in 2003 included schools in Canberra Goulburn Catholic Education Office, Western Australia and Western Sydney, Victoria became involved in November, 2004, Western Australia in November, 2005, Sydney CEO and Toowoomba CEO in 2006. Internationally – 3 schools in Singapore and one school in Sicily also became involved during those years. The IDEAS core Team has also expanded significantly to include Mark Dawson, Allan Morgan, Joan Conway, Sharon Taylor and Lindy Abawi.

IDEAS – the project

The IDEAS vision: To inspire schools on a journey of self-discovery which will ensure that they achieve sustainable excellence in teaching and learning represents the passion and commitment that has sustained both the USQ team as well as the teachers and school communities that have worked with us over the years. This project has at its heart the revitalisation of schools to enhance school outcomes and as such has challenged school communities to build schools that have a future orientation, to reimage themselves. It has also challenged teachers to rethink their professional image as they engage in the development of schoolwide learning, culture building and a schoolwide approach to pedagogy.

The IDEAS project to date clearly illustrates that teachers in IDEAS schools engage in creative and future-focused explorations of teaching and learning. They take nothing for granted and are adept at ‘Rethinking’ every dimension of their work. In doing so they are able to hopefully create better futures for students, teachers, schools and communities. These teachers have enhanced not only their own professional lives but those of their colleagues. Together they are making a significant difference in the lives of children in their care.

The presenters at this conference are teachers making meaning of their IDEAS experiences. Some years ago Professor Crowther predicted that “the time has come for the teaching profession”. This conference celebrates the work of teachers and their communities and demonstrates that “their time has come”.

At this Learning Forum we want you to experience the power of ‘Re-thinking’. We want you to be part of an exciting national network of IDEAS schools that is helping to make this world a better place through ‘Re-thinking’ the work of educators to enhance outcomes for students and communities.

Welcome, and we look forward to learning with you.

Dorothy Andrews
Associate Professor and Director LRI
on behalf of the USQ/LRI IDEAS Core Team.

April 2008
Speakers

**Mike Ludwig**
Dip T; BEd; Grad. Dip Ed Admin; MEd.
Regional Executive Director
Education Queensland
Darling Downs/South West Queensland

**Catherine O'Sullivan**
Queensland State Manager
Department of Education, Employment and Workplace Relations (DEEWR)

Conference Organising Committee
**Coordinator:** Mark Dawson

**LRI Team Members**
**Assistants**
Marlene Barron
Tom Hart
Danielle Kath
Leylah Abawi

**Major Conference Location Areas at USQ**
H – Allison Dickson Lecture Theatre
R – Refectory and R113
G – Education Faculty
K – Break-out Rooms
Japanese Gardens – beside Parking 4
**Program**

**Wednesday 16th April**

5:00 – 6:00pm  Registration  
6:00 – 7:00pm  Reception  
7:00 – 10:00pm  Forum Dinner  

**Thursday 17th April**

8:25 – 8:45am  Overview of Forum (Allison Dickson Lecture Theatre -H)  
Associate Professor Dorothy Andrews  

8:45 – 9:45am  Keynote address: Re-thinking; Schools for the Future  
Ms Catherine O’Sullivan  

9:45 – 10:15am  Morning Tea  

10:15 – 12:45pm  Virtual School Visits. Join us as we visit IDEAS schools throughout Australia and internationally and learn:  
- why they entered IDEAS  
- about their vision and their pedagogy  
- their journey  
- why they believe their school is better than before.  

12:45 – 1:35pm  Lunch in the Japanese Gardens  

1:45 – 3:30pm  Thematic Workshops  
Re-thinking – FUTURES: How IDEAS enables school communities to build capacity through the creation of powerful futuristic images, messages and pedagogies.  
Re-thinking – RELATIONSHIPS: How IDEAS enables school communities to improve outcomes through the development of deep professional trust and respect.  

3:30 – 4:30pm  Reflection and Provocateur’s Challenge 1 (H)  

**Friday 18th April**

8:30 – 9:00am  Reflection and Provocateur’s Challenge 2 (H)  

9:00 – 10:45am  Thematic Workshops  
Re-thinking – TEACHERS AS LEARNERS: How IDEAS enables teachers to develop capacities for professional, engaging and synergistic learning.  

10:45 – 11:15am  Morning Tea  

11:15 – 12:45pm  Re-thinking Workshops (Break-out Rooms – K block)  

12:45 – 1:45pm  Lunch  

1:50 – 3:00pm  The Re-thinking challenge: Imagining 21st century teaching and learning environments (H)
## Presentations and Workshop Rooms and Session Times

### Session: Virtual School Visits

<table>
<thead>
<tr>
<th>Location</th>
<th>Thursday 17th April 10:15 – 11:00 am</th>
<th>Thursday 17th April 11:05 – 11:50 am</th>
<th>Thursday 17th April 11:55 – 12:45 pm</th>
</tr>
</thead>
<tbody>
<tr>
<td>R113</td>
<td>Lesmurdie SHS, WA</td>
<td>Fairview Heights SS, Qld</td>
<td>Harlaxton SS, Qld</td>
</tr>
<tr>
<td></td>
<td>Convenors: M. Dawson, M. Keeffe</td>
<td>Convenors: S. Taylor, M. Keeffe</td>
<td>Convenors: S. Taylor, M. Keeffe</td>
</tr>
<tr>
<td>G312</td>
<td>St Brendan’s Catholic PS, Sydney</td>
<td>Kealba College, Victoria</td>
<td>Good Shepherd PS, Amaroo ACT</td>
</tr>
<tr>
<td>G314 A/B</td>
<td>I.I. S.S. Carlo Maria Carafa, Mazzarino, Sicily</td>
<td>West Grove PS, Singapore</td>
<td>Woodlands College, Singapore</td>
</tr>
<tr>
<td>G414 A/B</td>
<td>St Christopher’s Catholic PS, Panania, Sydney</td>
<td>St Monica’s PS, Evatt ACT</td>
<td>Mater Dei PS, Toowoomba</td>
</tr>
<tr>
<td>G424 A/B</td>
<td>Duncraig SHS, WA</td>
<td>Walkervale SS</td>
<td>Marymount Convent School, Singapore</td>
</tr>
<tr>
<td></td>
<td>Convenors: M. Lewis, S. Petersen</td>
<td>Convenors: S. Petersen, T. Hart</td>
<td>Convenors: S. Jeyaraj, S. Petersen, T. Hart</td>
</tr>
</tbody>
</table>

### Session: Thematic Workshops Thursday 17th April 1:45 – 3:30 pm

<table>
<thead>
<tr>
<th>Location</th>
<th>FUTURES</th>
<th>RELATIONSHIPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>R113</td>
<td>Creating Relevant Futures for Students</td>
<td>Developing Collegial Relationships within School and Cluster Contexts</td>
</tr>
<tr>
<td></td>
<td>Presenters: Sydney CEO schools</td>
<td>Presenters: Toowoomba Cluster</td>
</tr>
<tr>
<td>G424 A/B</td>
<td>IDEAS across Campuses and Contexts</td>
<td>School Capacity Building through a Focus on Relationships</td>
</tr>
<tr>
<td></td>
<td>Presenters: Toowoomba SHS</td>
<td>Presenters: Qld State Schools</td>
</tr>
<tr>
<td></td>
<td>Convenors: D. Andrews SHS</td>
<td>Convenors: S. Taylor, S. Petersen</td>
</tr>
<tr>
<td>G312</td>
<td></td>
<td>New Relationships: New systemic capacity</td>
</tr>
<tr>
<td>G314 A/B</td>
<td></td>
<td>Presenters: WA and Sydney Systems</td>
</tr>
<tr>
<td>G414 A/B</td>
<td></td>
<td>Convenors: M. Dawson, M. Lewis</td>
</tr>
</tbody>
</table>
Session: Thematic Workshops Friday 18<sup>th</sup> April 9:00 – 10:45 am

<table>
<thead>
<tr>
<th>Location</th>
<th>ROLES &amp; RESPONSIBILITIES</th>
<th>TEACHERS AS LEARNERS</th>
</tr>
</thead>
</table>
| R113     | Changing Roles and Responsibilities  
Presenters: Eltham SHS  
Convenors: M. Dawson, J. Conway |                     |
| G312     | Revising School Leadership Roles and Responsibilities  
Presenters: St Saviours College  
Convenors: A. Morgan, M. Keef |                     |
| G314A/B  | Enhancing System Capacity: Parallel Leadership and beyond  
Presenters: EdQld  
Convenors: S. Taylor, S. Petersen |                     |
| G414 A/B | Celebrating Teacher Professionalism: Articulating Personal Pedagogy  
Presenters: Laidley District Schools  
Convenors: M. Lewis and L. Abawi |                     |
| G424 A/B | A Whole School Approach to Literacy using the Research-based Framework  
Presenters: Bellbridge SS  
Convenors: A. Morgan, S. O’Neill |                     |
## Virtual School Visits

**Thursday 17th April 10:15 – 11:00am**

### Lesmurdie SHS – Western Australia

<table>
<thead>
<tr>
<th>Room R113</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thriving in a nurturing environment: Yes, that is our vision and now we are engaged in the process of developing a school-wide approach to pedagogy. It has been a challenging but rewarding process. Join us as we take you to our school, hear from our IDEAS Team, the students and the Principal; help us address some of our challenges.</td>
</tr>
<tr>
<td>Convenors: Mark Dawson and Mary Keeffe</td>
</tr>
</tbody>
</table>

### St Brendan's Catholic PS, Sydney

<table>
<thead>
<tr>
<th>Room G312</th>
</tr>
</thead>
<tbody>
<tr>
<td>How does a school end up with a 'SMILE' Schoolwide Pedagogy? Engage with a school that has an inordinately high percentage of students with special needs and large numbers from non-English speaking backgrounds and where, at the commencement of IDEAS, there remained a need to get everyone 'on the same page'.</td>
</tr>
<tr>
<td>Convenors: Allan Morgan, Jan D’Arcy and Lynn Healy</td>
</tr>
</tbody>
</table>

### I.I.S.S. Carlo Maria Carafa, Mazzarino, Sicily

<table>
<thead>
<tr>
<th>Room G314A/B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr Giuseppe Micciche and Mrs Lia Cutaia of Mazzarino High School, in Sicily, will present the outcomes of their work with the IDEAS Project. They will describe their school and community. They will also highlight their school's creation of a futuristic vision and values, and their efforts to develop pedagogy that is appropriate for the Y Generation in Sicily, 2008.</td>
</tr>
<tr>
<td>Convenors: Dorothy Andrews and Shirley O’Neill</td>
</tr>
</tbody>
</table>

### St Christopher's Catholic PS, Panania, Sydney

<table>
<thead>
<tr>
<th>Room G414A/B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Situated in the south western Sydney suburb of Panania, St Christopher's Catholic Primary School embarked on IDEAS at the beginning of 2006. A little over two years and three changes of principal later, this vibrant school community has developed a vital school vision and their 'CARITAS' Schoolwide Pedagogy. This has become the basis for action plans that will capitalise on school successes and address current challenges.</td>
</tr>
<tr>
<td>Convenors: Joan Conway and Lindy Abawi</td>
</tr>
</tbody>
</table>

### Duncraig SHS, Western Australia

<table>
<thead>
<tr>
<th>Room G424A/B</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are a good school, however we recognise the need to build on our strengths and position ourselves for the future. Please join us as we take you on a tour through our school; you will get to know our students, our staff and our community. Let us provide you with an insight into our IDEAS experiences; what we have learned on the way, our vision and our schoolwide pedagogy, our challenges and our successes. We welcome you to join with us as we discuss our future possibilities.</td>
</tr>
<tr>
<td>Convenors: Marian Lewis and Shauna Petersen</td>
</tr>
</tbody>
</table>
Virtual School Visits

Thursday 17th April 11:05 – 11:50am

**Fairview Heights SS, Toowoomba QLD**
Room R113

Our tour will start at Fairview's front gate where our Vision 'Growing Together – Learning Forever' is proudly displayed. We will then lead you on a walk through our beautiful campus. You will visit our office and see a range of student work on display, with our Values as the theme. Next, you can join our staff in the staffroom and watch a snippet of a staff meeting where our student leadership team present the student data from our second DI to both students and parents. Students will then continue the walk through our campus and explain some of the changes that have occurred in our school because of our involvement in IDEAS. We will highlight specific insights into our Social Skills program, literacy block structure, SEP integration and parallel leadership development, all of which have continued to grow and improve despite changes to staff, administration and clientele. Please join us!

Convenors: Sharon Taylor and Mary Keeffe

**Kealba College, Victoria**
Room G312

Kealba College was designated as a ‘failing school’. The college has used IDEAS to make the transition from failing school status to a school with the best Regional Staff Opinion and Student Attitudes data. The school staff and students will take you on a ‘warts and all’ tour of the development of the Vision (Let's Shine), the development of the SWP – the 5 R’s; the actioning of the 5 R’s; and Sustaining – a mind map workshop. A student will share, from her perspective, how IDEAS has changed the school.

Convenors: Allan Morgan, Jan D’Arcy and Lynn Healy

**West Grove PS, Singapore**
Room G314 A/B

The presentation will begin with a short introduction to West Grove’s journey to date based on the IDEAS process. It will include the 4 stages from Initiating (how the school came on board), Discovering (strengths and challenges through the DI), Envisioning (the new vision version) and Actioning (SWP and the actionables). With the four principles of the SWP, the school will showcase some of the activities in and outside the classroom that are aligned to their SWP. Pictorially, the presentation will elaborate on how the SWP marries with the school's four Strategic Thrusts and six Values using the school metaphor. The presentation will also illustrate how the staff has decided on the metaphor which is suitable for the school – the TREE. Video interviews with ISMT members, staff, students, parents will also be included in the presentation.

Convenors: Senthu Jeyaraj, Dorothy Andrews and Shirley O’Neill

**St Monica’s PS, Evatt ACT**
Room G414A/B

The Research-based Framework (RBF) has formed the basis of our Strategic and Management planning at St Monica’s for a number of years. Our principal recognised it as an effective structure to support the elements we recognise as important within our school community. We began IDEAS with understandings of the elements of the RBF. As our staff reached the Envisioning stage of the IDEAS process, we were also aligning our curriculum from K-6 with the Integrated Inquiry Process (Kath Murdoch). We took a “learning walk” around our school as part of a reflective staff meeting, and the alignment of what we had been working towards with our Integrated curriculum was obvious. Our schoolwide pedagogy was evident and all our students had shared understandings. We realised that the inquiry process we had been using with students in classrooms could also be applied to developing a new vision for St Monica’s. This process has proved most successful.

Convenors: Joan Conway and Marian Lewis

**Walkervale SS, QLD**
Room G424A/B

Walkervale State School began their IDEAS journey in 2001, and continues to live and breathe the essence of our vision (Together we Achieve the Extraordinary) and Schoolwide Pedagogy (Together – we Cooperate, we Communicate, we Support / we Achieve – we are ALL learners, we are Responsible, we are Adaptable, the Extraordinary / we Take Risks, we Celebrate Success, we Strive for Excellence). The focus of Walkervale’s work has been literacy learning and development, resulting in significant recognition of staff and student achievement over recent years. Representatives of the Walkervale State School community invite you to explore the outcomes of their IDEAS journey, and share in their efforts to continually revitalise and enthuse the application of their vision and SWP through the ongoing actioning and sustaining of their work.

Convenors: Shauna Petersen and Tom Hart
Virtual School Visits

Thursday 17th April 11:55 – 12:45pm

Harlaxton SS, Toowoomba QLD

Harlaxton State School is a valued member of the 2003 Toowoomba cluster of IDEAS schools. The school’s vision, “Making Connections and Creating Opportunities” is focused on “the whole child”, and underpins every element of day to day life in the school. Join staff, students and parents from the Harlaxton State School community as they share with you the genuine, ‘real life’ impact of their vision, values and pedagogical framework on their unique school context. The ‘virtual visit’ will feature many creative, practical applications of their ‘way of working’, and will highlight a values education project focused on the school’s values of Respect, Resilience and Relationships.

Convenors: Sharon Taylor and Mary Keeffe

Good Shepherd PS, Amaroo ACT

This session will provide a broad explanation of how the IDEAS process was implemented in a new Catholic primary school. The session will examine challenges, practical considerations and outcomes in utilising IDEAS in this school community, and will also share the powerful and positive impact the process had on developing shared vision and schoolwide pedagogy. Time will be spent looking at the review process which was developed four years after the initial IDEAS journey. The ongoing sustainability, after the initial facilitators have moved on from the school, will also be examined.

Convenors: Marian Lewis and Shirley O’Neill

Woodlands Secondary School, Singapore

Our partnership with NIE and USQ on IDEAS and the beginning of our journey of developing the schoolwide pedagogy (SWP) began in 2004. The SWP was developed collaboratively by teachers, in consultation with students and parents, in a bottom-up approach which enhances teacher ownership. Through the three–year journey the school’s vision of “Weaving quality teaching, learning and values”, “Dream the best” and “Lead to inspire” was crystallised. After the launch of our new vision and SWP in April 2006 and our first Teaching Conference in May 2006, IDEAS was steered into Phase 3 to focus on the long-term sustainability of SWP. The aim is to promote the culture of engaged learning throughout the school using the 6 SWP guiding principles. The school is in the beginning stage of Phase 4 (2008 – 2010) of IDEAS. Our virtual school visit will outline these plans for the future.

Convenors: Dorothy Andrews, Jan D’Arcy and Lynn Healy

Mater Dei PS, Toowoomba QLD

Picture a school with three campuses and 480 students from Prep to Year Seven. Parents and students believe that the school is operating very successfully in all areas. However, the staff’s perception is quite different, with communication a very real concern, and as a consequence staff relationships have suffered. See how the IDEAS process has been implemented in this context, to improve professional conversations in the staff’s attempt to embrace parallel leadership and move forward with a new vision for the future. Hear how changes as simple as altering the format for staff meetings have empowered teachers.

Convenors: Joan Conway and Lindy Abawi

Marymount Convent School, Singapore

This presentation focuses on the experience of Marymount Convent School community as it has implemented IDEAS since June 2004. It tracks the experiences of MCS’ IDEAS journey with particular emphasis on highlighting how these experiences and parallel leadership opportunities have resulted in enhancements to teachers’ professionalism, pedagogy and staff morale (which is evident in the findings of the Ministry of Education Forbes’ school climate survey and the IDEAS diagnostic inventory). The IDEAS process has also helped in enhancing the character development of students.

Convenors: Senthu Jeyaraj, Shauna Petersen and Tom Hart
Thematic Workshops

Thursday 17th April 1:45 – 3:30pm

Futures

Creating 21st century-relevant Futures for Students

This workshop features two very different school contexts, each seeking to create a new future for themselves. One is a high performing school in the process of renewing school infrastructure, the other a school where 98% of students come from a non-English speaking background. This workshop will utilise the stories of Holy Spirit Primary, North Ryde and St Jerome's Primary, Punchbowl to explore how IDEAS enables schools to address a most critical challenge - Creating 21st century-relevant Futures for Students.

Convenors: Allan Morgan, Jan D'Arcy and Lynn Healy

IDEAS across Campuses and Contexts

Chris Zilm, Principal of Toowoomba State High, and Jan Hargreaves, previously Head of Campus of the TSHS’s Wilsonton Campus, will present the strategies that they used early in the IDEAS process to bring this large multi-campus community into alignment with a focus on establishing relationships across campuses and externally. Chris will then expand on how he has broadened the links between Toowoomba State High, businesses, USQ and TAFE. These connections have created opportunities in a vast range of areas that benefit students in their present and future work, apprenticeships and study opportunities. Jan will talk of her IDEAS journey as Head of Campus at the Wilsonton Campus section of Toowoomba State High and touch on taking her IDEAS experiences from one secondary context to another. Jan and Chris will promote discussion around some key questions. Participants will be asked to contribute their own ideas and actions around ‘futuring’ to create a collective bank of effective strategies to benefit the wider IDEAS community.

Convenors: Dorothy Andrews and Joan Conway

Questions to Ponder

How do schools achieve a futures focus?

What does a futures focus look like?
Thematic Workshops

Thursday 17th April 1:45 – 3:30pm

Relationships

Developing Collegial Relationships within School and Cluster Contexts

Room G312

In 2003, thirteen Toowoomba schools (secondary, primary, state and private) commenced the IDEAS journey together. The close ties that united this cluster of schools continue for many of them today. This workshop first explores how two schools (Fairview Heights State School and Harlaxton State School) built relationships within their own school boundaries. The story then moves into a wider cluster context and demonstrates how similar strategies have created a common language and enabled the deepening of collegial relationships. The 2003 cluster facilitators have undertaken innovative program initiatives such as exploring Values Education and co-presenting at conferences. They continue to meet and celebrate learning and teaching. The workshop will then go on to explore how individual school contexts have developed group meaning using cluster reflection tools.

Convenors: Lindy Abawi, Shirley O’Neill and Mary Keeffe

School Capacity-Building through a Focus on Relationships

Room G314 A/B

This workshop will showcase a selection of Queensland IDEAS schools as they share their excitement around the development of relationships through the IDEAS process to date. Miles State High School, Inala West State School, Glennie Heights State School and Tent Hill Lower State School represent a diverse range of school contexts, where enhanced relationships have resulted in significant school and/or community outcomes. Participants will have the opportunity to explore each of these schools’ work in depth, and use their stories to then develop, articulate and present their understandings of the impact of enhanced relationships on capacity-building. It is anticipated that this exploration will unearth creative perspectives on the potential of the IDEAS process to build capacity in schools.

Convenors: Sharon Taylor and Shauna Petersen

New Relationships: New systemic capacity

Room G414 A/B

How can systems support school revitalisation? In this workshop you will hear two alternative approaches to the challenge. A group of educators from Western Australia will discuss how the WA Department of Education and the Western Australian Secondary School Executive Association (WASSEA) work together to support the 34 schools involved in IDEAS in that state. We will compare what is done in Western Australia with the systemic approach adopted by educators in the Sydney Catholic Diocese as it supports schools engaging with IDEAS in Sydney. What do the two systems have in common? What is different? Most importantly, however, you can help us address the question: How can systems best support schools which are engaging in whole-school revitalisation processes?

Convenors: Mark Dawson and Marian Lewis

Questions to Ponder

How do schools and/or systems enhance relationships through IDEAS?

How do enhanced relationships contribute to capacity-building?
Thematic Workshops

Friday 18th April 9:00 – 10:45 am

Roles and Responsibilities

Changing Roles and Responsibilities
Room R113
At Eltham High we do things differently from most others. Although already a very successful school, we recognised the need to undergo some significant changes. Our IDEAS journey has been over a period of three years and in the process we have reconceptualised many aspects of our school. In this workshop we will give you an overview of the changes; in doing so we will reflect on the importance of relationships in the process of school revitalisation.

Convenors: Mark Dawson and Joan Conway

Revising School Leadership Roles and Responsibilities
Room G312
St Saviours Secondary College has been acclaimed for the 'cutting edge' view of schoolwide pedagogy that has been developed by its staff and students. In this workshop you will hear about the contribution that our rethinking of school leadership has made to this success over the past four years. You will also engage in creating new understandings concerning the roles and responsibilities of school leaders.

Convenors: Allan Morgan and Mary Keeffe

Questions to Ponder

What are the changing leadership dynamics in schools engaging with IDEAS?

How does leadership contribute to enhanced capacity-building?
Thematic Workshops

Friday 18th April 9:00 – 10:45 am

**Teachers as Learners**

**Enhancing System Capacity: Parallel Leadership and beyond**
Room G314 A/B

In 2007, IDEAS realised an exciting milestone, reaching 10 years in Education Queensland schools. During this time, the impact of the IDEAS experience on individuals, schools and the system has been immense. This workshop will highlight the way in which IDEAS has enabled the capacity building of individuals, and in so doing, enhanced system capacity; and acknowledge the outstanding capacity of so many Queensland educators who have been such a valuable part of the IDEAS experience. Personal stories of professional empowerment and ‘awakening’ will be told through the eyes of a number of long term IDEAS facilitators, illustrating the leadership skills acquired and how these skills have been applied within and beyond the IDEAS context. Perspectives will be offered on how these applications have contributed to the broader Department of Education, Training and the Arts (DETA) context. These stories will be used to stimulate an exploration of ‘actual’ and ‘potential’ development of leadership skills for individuals and the system more widely, and the value of the IDEAS process as a means for developing system capacity.

Convenors: Sharon Taylor and Shauna Petersen

**Celebrating Teacher Professionalism: Articulating Personal Pedagogy**
Room G414 A/B

A great strength throughout the Laidley District State School's IDEAS process has been an explicit focus on the professional learning of all staff. A significant outcome of this has been an unrelenting whole staff exploration of Personal Pedagogy, as a precursor to the ensuing development of a school-wide pedagogical framework. Each staff member has undertaken, as part of an individual and collective process, to examine in depth what underpins their teaching practice, and create an individualised ‘statement’ of personal pedagogy. This workshop will provide a privileged opportunity to engage with members of the Laidley District State School staff, and enable participants to consider ‘who they are as teaching professionals’, as well as their own uniqueness and complexity within the role of teacher. It is hoped that this workshop will leave participants feeling inspired and excited about ‘what drives them’ in the classroom and wider school environment.

Convenors: Marian Lewis and Lindy Abawi

**A Whole School Approach to Literacy using the Research-based Framework**
Room G424 A/B

This workshop will give participants a hands-on, interactive approach to aligning literacy practices at a school setting with the school vision and pedagogical framework of a school using the Research-based Framework. At the end of the workshop, participants will take away with them knowledge and processes used to achieve alignment of curriculum practices with the school vision. Participants will also gain an understanding of the successes this has brought about, and the capacity to adapt this process to cover other curriculum areas.

Convenors: Allan Morgan and Shirley O'Neill

Questions to Ponder

What are the SUCCESSFUL professional learning processes that are evident in schools engaging with IDEAS?

What are the impacts of these processes on capacity-building?