

Te Oko Horoi Kaahui Ako

THE CHALLENGE

We aim to work across our Kaahui Ako (Community of Learning) to amplify our collective professional sphere of influence and continually inquire into learning. We aim to lift our professional capacity and de-silo practice across our community. One of our ways of achieving this aim is through individual inquiry and taking part in coaching conversations. For us to progress our achievement challenges we need to be aware of our 'impact' and how it is meeting our 'intent'. The Leadership Circle 360 Profile is the way leaders inquire into their own impact and make adjustments in their practice to ensure that it meets their intent.

THE APPROACH

We contracted Brooke Trenwith from Potential to Performance Ltd to do a series of optional Leadership Circle Profiles. This was offered to all 15 schools involved in our Kaahui Ako. From these schools, five leaders decided that they wanted to do the profile from Early Childhood, Primary and Secondary Schools. Each leader completed the 360 Profile and then had two debrief coaching sessions with Brooke. From here, we set up individual leadership 'inquiry sprints' to help us 'dial up' creative leadership aspects or 'dial down' reactive aspects. As Brooke also works alongside us in support of other Achievement Challenges, we were able to continue to build on the growth coaching conversations in other areas.

THE IMPACT

While there were only a small number of leaders that took part, there has been a positive impact within their own kural schools. Leaders have been more reflective of their impact - particularly in how they are communicating during complex Covid times. Leaders have looked closely at where their impact could be positively improved and also reflected on the 'shadows' that they have brought with them into their leadership. There have been frank and honest coaching conversations that have led to leaders questioning their own goals and how they are supporting their teams to help them meet these. The breakdown of evaluator scores has helped leaders to define where they are having the most positive impact and how to transfer this impact into other areas.

"To be at your best, you need to understand how you see yourself as a leader and more importantly, how those you lead see you. The Leadership Circle gives you that insight on how you show up in different forums and situations. This is the most powerful and insightful tool that I have been part of in my 16 years of principalship."

Our Kaahui Ako is made up of 15 educational institutes that range from Early Childhood to Secondary with a predominant number of schools in the primary sector. We work on agreed Achievement Challenges to support improved education cohesion through our community.