

Small schools collaborate to implement the Talent Management Framework

Newlake Primary School is a small, regional school in the North West of Victoria. The four teaching staff often play dual roles and principal Andrew Purcell needs to be creative about how the school uses its resources. This means there is often little time left to focus on leadership development.

When Andrew heard about the Talent Management Framework (TMF), he jumped at the opportunity to adopt it in his school. The simple approach with clear steps and lots of resources enabled Newlake PS to implement a best practice talent management approach which they otherwise would not have had the time to develop themselves.

“ *The whole process was easy to follow. It was great that we were using the same steps and process that larger schools use, so we know that we are making robust decisions.* ”

During the implementation briefing session, the TMF Coach connected Andrew with the principal of another small school in the area. The two principals worked together on key steps of the TMF process, including getting together for the nomination review discussion to and collaborating on development opportunities for their high potential leaders. Each principal also acted a lead mentor for the high potential leader in the other school to help broaden their support network.

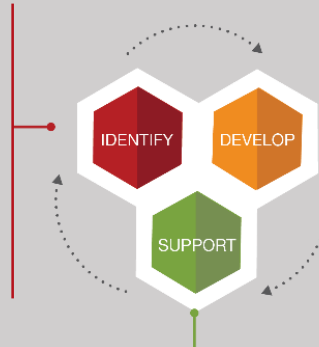
Andrew identified a relatively new teacher who hadn't had any formal leadership responsibilities before as a high potential leader. The TMF Coach helped the high potential leader to identify suitable development opportunities to build her skills as a team leader.

“ *It was really helpful working with another colleague from a small school because we both understood the challenges that come with managing a small number of staff and trying to provide professional development.* ”



ADAPTING THE TMF APPROACH

The TMF Coach connects two small schools in the same geographic region. The Principals of the small schools get together to hold the nomination review discussion, and play the 'challenger' role to their partner.



The TMF Coach helps the high potential leader identify and connect with suitable development opportunities outside the school.

The Principals of each school act as the lead mentor for the high potential leader in the other partner school and arrange regular mentoring meetings over the phone. This helps the high potential leader to broaden their support network.