



Professional Learning

At a glance

Realise your leadership potential

To support our Education State into the future, Bastow is committed to expanding our reach in all areas of leadership, from curriculum, pedagogy and assessment, to school governance and management. We are confident the following programs and courses will inspire you to further develop your leadership skills to improve outcomes for all children and young people.

For further information visit www.bastow.vic.edu.au



Course / Program	Audience	Aim	Commitment	Workshop days	Residential program	Diagnostic tool	Pre- & post-learning	Coaching	Online community	School or work based project	Additional information
Building Local Leadership Initiative	Train the Trainer program: Principal Class	To build the knowledge and skills to deliver the Inspire program.	12 months	2		✓	✓		✓		<ul style="list-style-type: none"> locally delivered for Inspire participants quarterly forums for all BLL participants self-assessment diagnostics development of personal career pathway (Inspire program only)
	Inspire program: Emerging and Teacher Leaders	To provide high potential leaders with foundational professional learning in key areas of school leadership.	6-7 months	1		✓	✓		✓		
Impact: Emerging Leaders	Emerging Leaders	Learn to establish processes and structures that support a collaborative culture and create a school-based change project.	12 months	8	✓	✓			✓	✓	<ul style="list-style-type: none"> work-based application of learning online learning components GENOS Self-Assessment EI tool DISC assessment
Create: Middle Leaders	Middle Leaders	Develop ability to drive successful team performance and improved classroom practice.	18 months	8	✓		✓	✓	✓	✓	<ul style="list-style-type: none"> triad support with two colleagues shadowing experience additional in-school learning day
Unlocking Potential (UP): Principal Preparation	Aspiring Principals	The Department's flagship principal preparation program. Gain professional knowledge necessary to create school cultures that support high quality educational opportunities for all students.	12 months	11	✓	✓		✓	✓	✓	<ul style="list-style-type: none"> master classes with experts four week school placement alongside effective principal
Evolve: New Principals	Principal Class - first time principals	To support transition into the role and build capacity as effective school leader and manager.	18 months	2	✓			✓	✓		<ul style="list-style-type: none"> support from the first term principal starts personalised professional learning plan and structured workplace learning
Coaching for Principals and Assistant Principals - On Demand	Principal Class	Develop skills to lead effective schools and improve student outcomes.	10 hours			✓		✓			<ul style="list-style-type: none"> available for acting principals, and (if not substantive assistant principals) must complete coaching in duration of acting role
Coach Training for Experienced Principals	Experienced members of Principal Class	Preparation to coach and support new principals in the Evolve and UP programs.	3-4 months	4				✓			<ul style="list-style-type: none"> flexible learning phase option to become fully accredited coach
Mini-MBA	Experienced members of Principal Class	Develop strategic resource management capabilities and capacity to manage schools as you would any large scale, complex organisation.	6 months	5	✓	✓					
Wise: System Leaders	Experienced Principals	Develop leadership skills to enable working across the system to support the improvement of other schools as well as your own.	6-8 months	4	✓		✓		✓		<ul style="list-style-type: none"> collaboration with system leaders from other jurisdictions
Coaching for Leadership Teams	Leadership Teams* Principal Class	To assist teams in working together to improve student achievement, engagement and wellbeing.	60 hours of professional learning	2				✓		✓	<ul style="list-style-type: none"> principal must commit for at least 12 months
Open to Learning Leadership	Principal Class	Learn how to have effective conversations in educational settings, deal constructively with conflict and negative feedback, identify and clarify issues, and develop positive action.	2 days	2							
Leading Ethically	Principal Class	Understand stakeholder perspectives, consultation and communication. Develop strategies and decision making processes that support dealing with ethically sensitive issues.	3 months	4	✓		✓			✓	<ul style="list-style-type: none"> course is now 'on demand'
Leadership for Business Managers	Educational Support	To further develop leadership capabilities, including how to effectively contribute to improved student learning.	8 months	5	✓				✓	✓	
Strategic Management for School Leaders	Principal Class	Learn to effectively manage risk, utilise data and make well-informed and intentional resourcing decisions to enhance the delivery and impact of school Strategic Plans.	1 day	1							The eight other DET modules include: Law and Order, Dollars and Sense, Bricks and Mortar, Data Literacy, People Power, Safety Management, Workforce Planning and School Governance.
Master of Instructional Leadership	Middle Leaders Aspiring Principals Principal Class	Develop skills to lift student achievement, improve your school's performance and lead teaching and learning.	1 year FT or 2 years PT								<ul style="list-style-type: none"> combination of online and weekend study
Master of Leadership in Principal Preparation	Middle Leaders Aspiring Principals Principal Class	Develop leadership skills, learn how to build professional networks and alliances and extend capacity to engage in evidence-led inquiry and research.	2 years PT								<ul style="list-style-type: none"> workplace based learning activities flexible completion of four back-to-back units over four terms
Leading Curriculum and Assessment	Leadership Teams*	To support a team to align outcomes, integrate key concepts and principles and explore necessary preconditions for successful reform of curriculum.	6 months	6					✓	✓	
Leading Literacy	Emerging Leaders Middle Leaders Aspiring Principals Principal Class	Learn to create and sustain organisational conditions to enable exemplary literacy practice in your leadership team and influence change.	12 months	5					✓	✓	
Leading Mathematics	Leadership Teams*	Analyse school-wide mathematics leadership resulting in the design of a needs-based mathematics learning and improvement strategy.	6 months	6			✓		✓	✓	<ul style="list-style-type: none"> context analysis in partnership with another school
Leading Pedagogy	Vertical School Leadership Team Teaching Academy Groups	An introduction to current pedagogical practice theory and leading academic experts that will assist in leading pedagogy in the school.	6 months	5		✓	✓		✓		
Leading Schools in the Digital Age	Leadership Teams*	Further develop understanding of digital technologies and leadership skills to assist in implementing a future-oriented vision of education.	4 months	3			✓		✓	✓	<ul style="list-style-type: none"> course is now 'on demand'
Leading Continuity of Early Learning	Early Childhood Middle Leaders Principal Class	Develop understanding of key frameworks to support collaborative communications between early childhood, schools and relevant educational professionals.	4 months	3			✓			✓	<ul style="list-style-type: none"> site visit
Leading Asia Capable Schools	Principal Class	To strengthen the Asia capability of secondary school leaders and policy makers that will contribute to Victoria's deeper engagement with Asia.	6 months			✓	✓		✓	✓	<ul style="list-style-type: none"> corporate shadowing off-shore learning experience
Leading Communities	Leadership Teams*	Learn to lead the school community, establish parent/family involvement and work effectively with external stakeholders to improve student outcomes.	5 months	4		✓	✓		✓	✓	<ul style="list-style-type: none"> course is now 'on demand'
Creating a High Performance Learning Culture	Leadership Teams*	Increase capability of teams to develop and sustain the cultural conditions, structures and processes that support a high performance learning culture in their schools.	6 months	4		✓	✓	✓	✓	✓	
Bastow Changemakers	Emerging Leaders	Develop leadership skills, particularly in addressing student disadvantage through development of a school change project.	8 months	5					✓	✓	<ul style="list-style-type: none"> in-depth case studies immersive role-play of leadership and change management documenting outcomes and sharing stories
Collaborative Partnerships with Families and Communities	Early Childhood	Develop skills to establish and strengthen collaborative partnerships with families and communities to improve children's learning and development outcomes.	4 months	4			✓		✓	✓	<ul style="list-style-type: none"> work collaboratively with other participants during and between workshop days
Leading Learning in Early Childhood Settings	Early Childhood	Learn to develop, implement and evaluate educational programs, and to facilitate change by leading and developing other educators.	4 months	4						✓	<ul style="list-style-type: none"> access to mentoring support by telephone small group meetings
Leading People in Early Childhood Settings	Early Childhood	Develop ability to maintain healthy and productive relationships and foster a collaborative work environment.	3 months	3			✓			✓	

Framework for Improving Student Outcomes Priorities:

- Professional Leadership
- Community Engagement in Learning
- Excellence in Teaching and Learning
- Positive Climate for Learning

*Leadership Teams comprise of two to four members including Principal Class, Aspiring Principals, Middle Leaders and Classroom Teachers.

Individuals from small schools can be accommodated in team-based courses. A number of these courses can be delivered across Victoria.