



Skills, Expertise and Dispositions Matrices

Leading Communities of Practice



Education
and Training





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Skills, expertise and dispositions matrix: Network Chair

The following matrix can be used to assess, develop and support current and future skills, expertise and dispositions required for the Network Chair. A similar matrix has been developed for the Network Executive. It is based on the professional practice lens of the Australian Professional Standard for Principals.

| Skills and Expertise | Description | 1 | 2 | 3 | 4 | 5 | How we can improve |
|--|---|---|---|---|---|---|--------------------|
| Leading teaching and learning | <ul style="list-style-type: none"> Understands and is able to articulate key levers for improving student outcomes Models high aspirations for the network Able to analyse and synthesise data to identify areas for further exploration Has a track record of achievement Leads the meeting/CoP in a way that ensures every voice can get heard Ensures the meeting/CoP is focused on the right work Understands and applies the principles underpinning effective learning | | | | | | |
| Developing self and others | <ul style="list-style-type: none"> Self-aware and able to self-manage Builds trust and strengthens relationships within the network Resilient and maintains an optimistic mindset Able to have constructive conversations Able to manage conflict respectfully and effectively Builds leadership capacity within the network Able to influence, and manage up and laterally | | | | | | |
| Leading improvement, innovation and change | <ul style="list-style-type: none"> Understands needs of the wider system and how these impact local provision Able to guide and review network strategy through constructive questioning and suggestion Looks to research and evidence to guide strategy Able to shape and clearly articulate the purpose and vision of the network Leads the planning of the network's future direction Leads improvement effectively | | | | | | |

| Skills and Expertise | Description | 1 | 2 | 3 | 4 | 5 | How we can improve |
|---|--|---|---|---|---|---|--------------------|
| Leading the management of the network | <ul style="list-style-type: none"> • Good time management • Delegates efficiently and effectively • Able to develop effective agendas, minutes etc. • Able to effectively manage funds for the network • Develops a culture of mutual accountability within the network | | | | | | |
| Engaging and working with the community | <ul style="list-style-type: none"> • Sound understanding of key stakeholders • Able to meaningfully engage with other providers within and external to DET • Sound presentation skills • Effective storyteller | | | | | | |

Skills, expertise and dispositions matrix: Network Executive

The following matrix can be used to assess current and future skills, expertise and dispositions required for the Network Executive. A similar matrix has been developed for the Network Chair. It is based on the professional practice lens of the Australian Professional Standard for Principals. Network executives are to consider how they will grow capacity in system leadership across the network.

| Skills and Expertise | Description | 1 | 2 | 3 | 4 | 5 | How we can improve |
|-------------------------------|---|---|---|---|---|---|--------------------|
| Leading teaching and learning | <ul style="list-style-type: none"> • Understands and is able to articulate key levers for improving student outcomes • Models high aspirations for the network • Able to analyse and synthesise data to identify areas for further exploration • Has a track record of achievement or a demonstrated commitment to improving student outcomes • Contributes to the meeting/CoP in a way that ensures every voice can get heard • Stays focussed on the right work • Understands the principles underpinning adult learning | | | | | | |

| Skills and Expertise | Description | 1 | 2 | 3 | 4 | 5 | How we can improve |
|--|--|---|---|---|---|---|--------------------|
| Developing self and others | <ul style="list-style-type: none"> • Self-aware and able to self-manage • Builds trust and strengthens relationships within the network • Resilient and maintains an optimistic mindset • Able to have constructive conversations • Helps build leadership within the network • Credible with peers | | | | | | |
| Leading improvement, innovation and change | <ul style="list-style-type: none"> • Understands needs of the wider system and how these impact local provision • Able to review network strategy through constructive questioning and suggestion • Looks to research and evidence to guide strategy • Able to clearly articulate the purpose and vision of the network • Able to help shape the planning of the network's future direction | | | | | | |
| Leading the management of the network | <ul style="list-style-type: none"> • Manages timelines • Works with network members to draw on their skills and expertise • Able to assist in effectively managing funds for the network • Helps develop a culture of shared accountability within the network | | | | | | |
| Engaging and working with the community | <ul style="list-style-type: none"> • Some understanding of key stakeholders • Able to meaningfully engage with other providers within and external to DET | | | | | | |





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