**Collaborative Practice at Golden Sands School**

Melanie Taylor and Matt Kennedy

Collaborative environments are high risk. Why?

Needed to develop a set of shared understandings of what collaboration means.

Understanding self and others

HOw the world sees you - insights from Sally Hogshead - fun tool that shows your personality type.

When appointing new staff - they get them to ‘teach’ 20 kids for 30 minutes. Give them a subject to teach. Then they have to present 7-10 minutes about what they ideal dream school would be like?

Be explicit with staff about the importance of understanding themselves and each other.

Create expectations and opportunities for staff to discuss different personalities and the impact on collaboration.

Shared Understanding of being an effective contributor to our learning culture

* Leadership practice
* Teaching practice
* Professional member of GSS community

**Learning Focussed Leadership**

In an ILE a different skill set is required:

* **Internal Capacity Building** for sustainability
* **Distributed leadership**
* **PCT** Development Programme
* **Mentor Teacher** Programme
* **Aspiring Leaders** Programme
* **Middle Leaders** Programme
* **Robust systems** that have **built in accountability** but empower teacher to think, act and teach creatively
* Emphasis on **coaching and mentoring.**

The **pit** of **shit**

The learning pit.

Good book - The Skillful Team Leader (Lisa McDonald)

John Kotter - re your vision statement.

Old vision - positive participants in the global community.

New Vision -

Demonstrate vision how you like eg. through maths, drama, music etc.

Visions within teams - agreed teaching in action, agreed team interaction.