

Themes and Dreams

Follow the Yellow Brick Road...



*Together, we have what we need to succeed...
we just don't know it... yet.*

Feelings

*We are proud to tell our
colleagues that we are
part of the team at USPS.*

*Break things down and
give us a focus... we are
ready to take the next
step...*

Let's put in place the structures to drive the behaviours we expect of our new staff.

*It's reaffirming that we are
on the right track, we
know where we need to
focus...*

*We feel proud of the
comments and insights
from our Review...*

*We have the energy and
expertise to focus upon
Curriculum development.*

... let's commit the time to unpacking our Guiding Principles, and how these can drive us forward.

*We all have a common
goal of wanting to strive
for success.*

*Let's get cracking and do
this thing!*

Fears



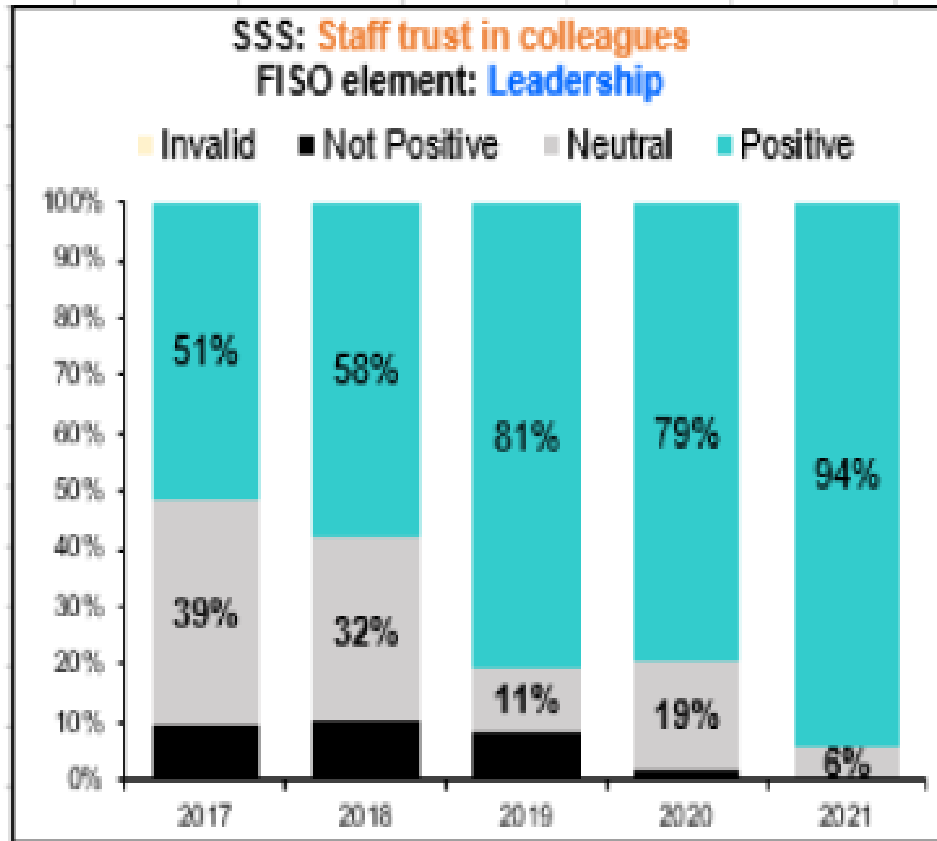
Whilst not reflecting all 'fears' (*many of which were positively framed*) the comments listed by teams generally fell into one or more of the wedges on this pinwheel.

Risk assessment = risk aversion >>>

= ***Calculations and confidence...***

...to take 'safe risks' and move forward as an organisation.

How did we get here?



School Staff Survey ⓘ

Endorsement in 2022 (%) ⓘ

Interest in improving practice for all respondents

100%
Your school

87%
Similar schools

93%
Network

School Staff Survey ⓘ

Endorsement in 2022 (%) ⓘ

Staff trust in colleagues for all respondents

93%
Your school

76%
Similar schools

80%
Network

School Staff Survey ⓘ

Endorsement in 2022 (%) ⓘ

Believe peer feedback improves practice for all respondents

92%
Your school

70%
Similar schools

75%
Network

Believe peer feedback improves practice

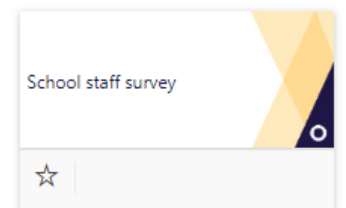


Staff trust in colleagues



How did we get here?

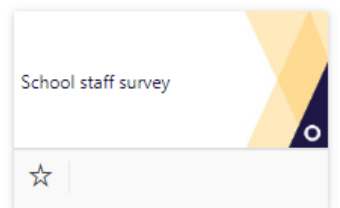
- Positive
- Neutral
- Not positive
- Invalid



Five Steps to Building TRUST

1. Be present.
connections
2. Tell people where they stand.
relationships
3. Provide context in every communication.
understanding
4. Catalyze co-creating in conversations.
shared success
5. Use honesty at all time.
radical candour

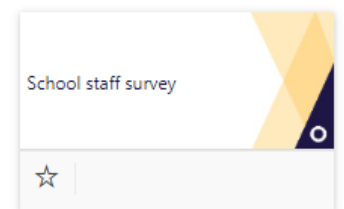
How did we get here?



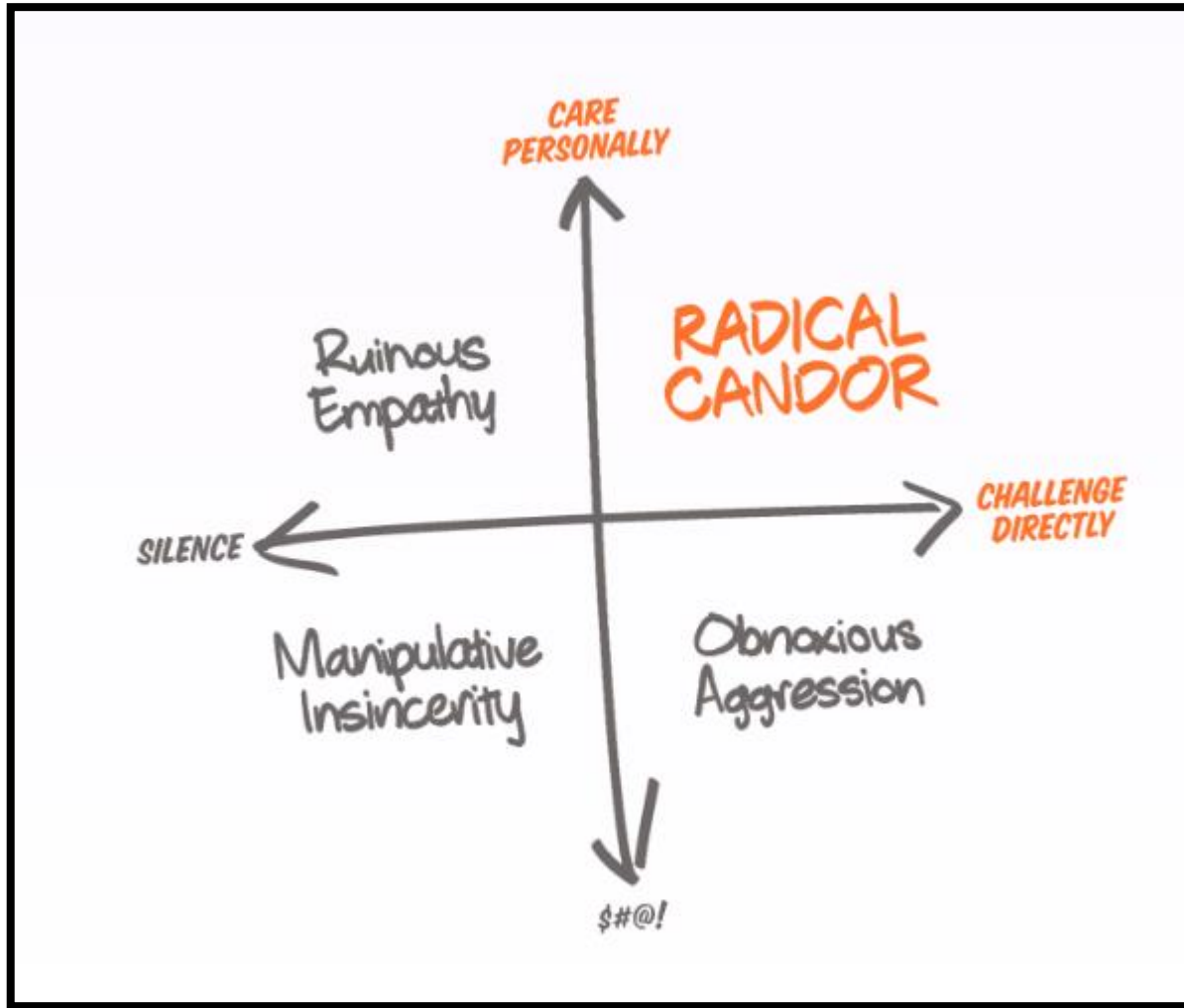
How did we get here?

What strong teams have in common

1. Conflict doesn't destroy strong teams because strong teams focus on results.
2. Strong teams prioritize what's best for the organization, then move forward.
3. Members of strong teams are as committed to their personal lives as they are to their work.
4. Strong teams embrace diversity.
5. Strong teams are magnets for talent.



How did we get here?



RADICAL CANDOR

KIM SCOTT
@KIMBALLSCOTT



We feel so much part of a great team, we never realised that we don't have a shared vision... mmm, interesting.



Upwey South Primary School (4894)

2022 - 2026 School Strategic Plan

[Key Directions](#)[SSP Progress](#)[Vision and Values](#)[Four Year Goals,
Targets and KIS](#)[Review and Endorse](#)

Key Directions

FISO Version

Please select the FISO version that will be used for the planning cycle.

Version

FISO 2.0

Planning date range

Please specify the four-year strategic planning cycle that applies to your school.

Date range

2022-2026

Submit recommendations

Submitted by **Elizabeth Spence (09679823)** on **November 16, 2022** at **8:53 AM**

Key directions for the School Strategic Plan

The key directions documented in the final School Review Report have been entered here by the Improvement Support Unit. A copy of the School Review Report is attached at the bottom of this tab.

[Add a new goal](#)[Goal 1](#)[Goal 2](#)[Goal 3](#)

...our data says our students do not realise they are actually experiencing student-voice, even though these opportunities are brought to them.

Why?

FISO 2.0



Student Voice and Aspirations

A potential partnership between the
Dandenong Ranges Network (DRN)

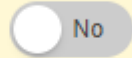
and the

*Quaglia Institute for School Voice
and Aspirations (QISVA)*

<https://quagliainstitute.org>

Vision and Values

This section is incomplete. Show details?



School vision

The vision statement is co-created with, shared and owned by the school community, is appropriate to school needs and expectations, and is easily understood by everyone.

Enter your text here...

Task:

- Revisit your team's "Three F's"
- Highlight key vocabulary which is frequently used- *where can this be reflected in our vision?*
- Consider other components of our school (eg: Guiding Principles)
- Develop a vision for the next four years (utilise: What is our end game?)