



**Growing deep has already informed:**

- **Leadership profiling online instrument for LDP**
- **Quality Schools surveys have been developed in alignment with the Vocational practices**

As you organise the journey of learning for your community around *Growing deep*. Where will you start, how will it connect with other projects?

LEQ:

- Review of schools strategic plans. Community consultation day. Staff retreat at beginning of 2017
- Awareness of how it fits with local context. Develop plan to incrementally engage with components of the framework, focussing initially on vocational practices (given there is a measurement tool already in place)
- Introduce to staff at all levels/identify how the framework is relevant for each person/our community. Develop common language/understanding of framework
- Senior staff will read and dialogue around the document at our meetings in semester 2. They've been introduced to the document in April 2016. At our meetings in semester 2, we will develop a plan, probably 3 year plan as to how we implement the various elements of the documents
- Teacher information session with teacher at the beginning of term 2 – explored the various parts of Growing Deep
- Small things initially eg role descriptions. Ultimately, the goal is that it will help to inform our next strategic plan
- Will start 2017 in January PD week – what aspect as yet to be decided
- Has informed our appraisal process. Rewriting our terms of reference. Will use as a basis for PLP development and reflection
- Growing Deep will become our worship/devotion's reflective theme for the year engaging staff, parents, students in exploring different aspects of framework. This will then give basis to for common language to develop future documents of school
- Have made contact with LEQ to start discussion through a leadership team retreat for latter part of 2016
- Strategic planning in relation to HR development and future reports on the college. Ultimately links to all aspects of the journey of an employee (appraisal) (at all levels) in our Lutheran schools
- Growing understanding of foundational elements with staff, through leadership team
- We have started with an information session for council and staff, as well as in newsletter item for families. We feel that it was important to share this framework, especially as we had understood the 'Quality schools' survey to be founded in Growing Deep
- Will link with self-improving schools projects, pathways etc. Look to guide staff development/growth etc
- Reframe senior leadership team annual reviews using 'Growing Deep' capabilities
- Our hope is to commence with reflecting on where we are as a 'team' (strengths/challenges etc) and developing an approach to ongoing staff development
- Professional learning and profiling for school leaders (Leadership retreat start of 2017). Staff PD days beginning 2017 – introduction, goal setting, linked to school strategic priorities and Growing Deep dimensions
- Alignment of school teaching and learning framework with Growing Deep
- No idea!
- Review with exec. Unclear – as we have had an intro to Growing Deep but little corporate direction

## LEVNT:

- Having just finished a 3 year project reviewing the mission of the school (including documentation), we will need a clear plan going forward to avoid wasting work
- Introduced at staff meeting
- Focus for our western hub staff conference (LEVNT to present section of growing deep) Aug 19
- This year's western hub staff conference Aug 2016
- School staff – relate growing deep to core values, school culture and National consider. Ethos; 6 values and capabilities
- Our culture – term health checks
- Capabilities – staff review meetings (principal/staff member half yearly meetings)
- Realignment of Mission and Vision Statements. Used as one of the focus lenses for this
- Enrich existing frameworks within the college
- Using Growing Deep as a framework for Leadership appraisal/development
- Rolling out some aspects at Riverina Hub conference
- Roll out to all staff – small school no 'leadership group'. Conference will help this. Board through work with Board Chair and self, working together – perhaps looking at Board appraisal
- We'll use the combined Lutheran schools – Riverina conference 2016 to introduce this to staff
- Beginning to develop a framework for leadership team development – Growing Deep is informing that framework
- We have yearly professional learning plans for staff and this will be the foundation/lens that this process will be built upon

## LSA:

- Growing Deep Framework has been broadly introduced to staff. We will focus on possibly 'culture' at our next whole school PD day. We will utilise staff (that attend the workshop) to take some ownership of the day and plan appropriate activities
- Staff presenting to other staff and council. Audit of opportunities and areas of strengths/deficit
- Use of Quality Schools data to build new vision statement/redefining school
- Taking existing staff PD plans and developing next stage
- At the point in time where we are examining our school improvement plan. We would like to align with growing deep – as well as tie our staff appraisal to it (and our internal mentoring program). The role of our student leaders is something we have only just started reviewing
- Still deciding which part. We are looking at rolling out to community on a Sunday afternoon fellowship tea and then staff continue with PD day following day –
- We're using Growing Deep as the foundation framework for our school improvement plan and strategic planning. Early stages...but we're determined to make this work, rather than start with AITSL or other documents. Focus for mid-year staff retreat
- Aligning Growing Deep with college strategic plan – eliminate double up work. Culture of learning and growing as leaders
- Vocational – linking to school motto of 'reach for success' for learners and staff
- Linking foundational elements with our strategic plan
- School council/leadership team workshop (maybe incl. church council)
- Masterplan/strategic plan/induction, formation/appraisal
- Preamble to policies and job statements. Devotional time for staff
- I don't know. We developed a new educational strategic plan about 2 years ago which did not include Growing Deep. How to incorporate all staff is a question we are grappling with as well as where to find time
- Future directions. FBI – feedback for improvement. Cross region clusters would have been worth looking at – eg Mt Gambier joining western district group
- Under capabilities – engaging the community and listening and understanding is where we are beginning. Our current school improvement plan has identified 'collaboration' as a major focus, which dovetails into this part of the framework
- Will start with our leadership team – unpacking the model (towards end of 2016)
- Whole staff exposure/discussion in July PD week
- As I'm new, we have started a relook at the mission/vision/values/learning principals – this started with 'Growing Deep'. Also J & P in roles. Love the doc and will find it increasingly influential.
- Drafted an action plan for roll out 2016 – 2017. Allocated time during staff meetings, and rescheduled it in our PD days (week 10). Starting point – our foundation. Intention – correcting or aligning the growing deep to our strategic plan

- Looking at links with AITSL standards and performance and development framework. Familiarisation of staff with Growing Deep – providing an overview
- Introduce it to all staff during retreat week – week 10 term 2
- Capabilities – role descriptions, PLP, school improvement plan
- Firstly, look at data from Quality Schools survey and go from there
- Already started with some staff devotions and reference to the BOTH/AND statements. Looking to work in with current work on staff wellbeing through positive education (identifying strengths, growth mindset) and also possibly work in with AITSL self-evaluations
- Starting in term 2, 2016 to make corrections/inclusions to the development of our new strategic plan. Introduce to all staff at retreat in July. Review Quality Schools data.
- Undecided

Possible applications/resources for *Growing deep*

Choose five applications/resources that are most relevant/important/urgent for your school.

- Teacher appraisal and reflection tool and goal setting  
Total 37
- Development of workshop resources for the elements of *Growing deep*  
Total 29
- Reflection tool for whole schools  
Total 27
- Mapping of AiTSL with *Growing deep*  
Total 22
- Non-teaching staff professional reflection and goal setting  
Total 21
- Maintain a central repository of resources (e.g. reflection tool, role descriptions)  
Total 20
- Discussion topics for staff professional learning meetings  
Total 19
- Governance resources  
Total 18
- Align professional learning programs  
Total 18
- Role descriptions and templates for school teachers and staff members  
Total 17
- Director and principal performance review and feedback, KPIs and development guidelines (workshop and feedback as per Atkinson Consulting!)  
Total 15
- Capabilities and culture index (as per Atkinson Consulting!)  
Total 14
- School leadership teams profiling the team's strengths and weaknesses  
Total 14
- Structure template for principal reports to school councils  
Total 14
- Induction of new council member  
Total 13
- Retreat for leadership and council  
Total 10

- Workshops for staff/school councillors at local schools  
Total 7
- Digital chat room where schools can share ideas and uses as well as seek support from other schools  
Total 7
- Implications for student leadership  
Total 5
- The starting point for a conversation with a prospective parent or staff member  
Total 2

What other resources or applications would you like to see developed to assist you as you embed *Growing deep* in your school?

- Implement through LYQ for student leadership. School leadership teams profiling the team's strengths and weaknesses
- Regular reference to Growing Deep and application of Growing Deep at district and national level, in order to keep the conversation going
- Adding more resources as developed to website or documents that have been developed by schools as samples ie role descriptions
- Updates on stories of how schools are navigating/utilising/implementing (missing text)
- Clear alignment of pathways and Growing Deep (other professional theology requirements ie safe place etc)
- Opportunities for sharing experiences between schools – what's worked, what hasn't?
- Would be good to have a critical friend to review existing key policies and work with us to align these to Growing Deep (eg teaching and learning framework above)
- Powerpoints for presentation of key ideas/core focus of Growing Deep
- Surveys etc to gather data on.... (photocopied, therefore lost text)
- I feel that there is enough to start with listed above
- Continual sharing of how schools/ECE using/implementing
- How to use Quality Schools data in conjunction with Growing Deep
- Filming/blogs by schools with ideas of how they are using the document (their stories)
- Blog/video footage of how schools are implementing it
- A program that can be used to introduce new staff into indigenous education in our context