
Confident Classroom Leadership

Leading Teams in Ed Support

Participant: _____

Facilitator: Jenny Cole



Details of all our courses and much, much more are on our website.

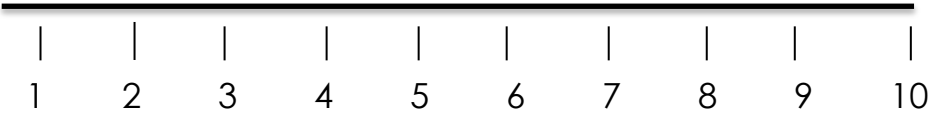
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My Perfect Team

- Think forward to the end of the year. If your team was working **perfectly**, what would be happening?
- What would the community, parents, your Principal, and others be saying about your team?
- What would **you** be thinking, feeling, doing? What would members of your team be thinking, feeling doing?

Include all elements of your work: in class, in staff meetings, on duty, in your planning, before school, after school, with parents and others.

On a scale of 1-10, where are you now? (personally)



What would take it up a step?

A Quick Quiz

	<i>Teachers</i>	<i>EA's</i>
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		

Competency Framework for Education Assistants

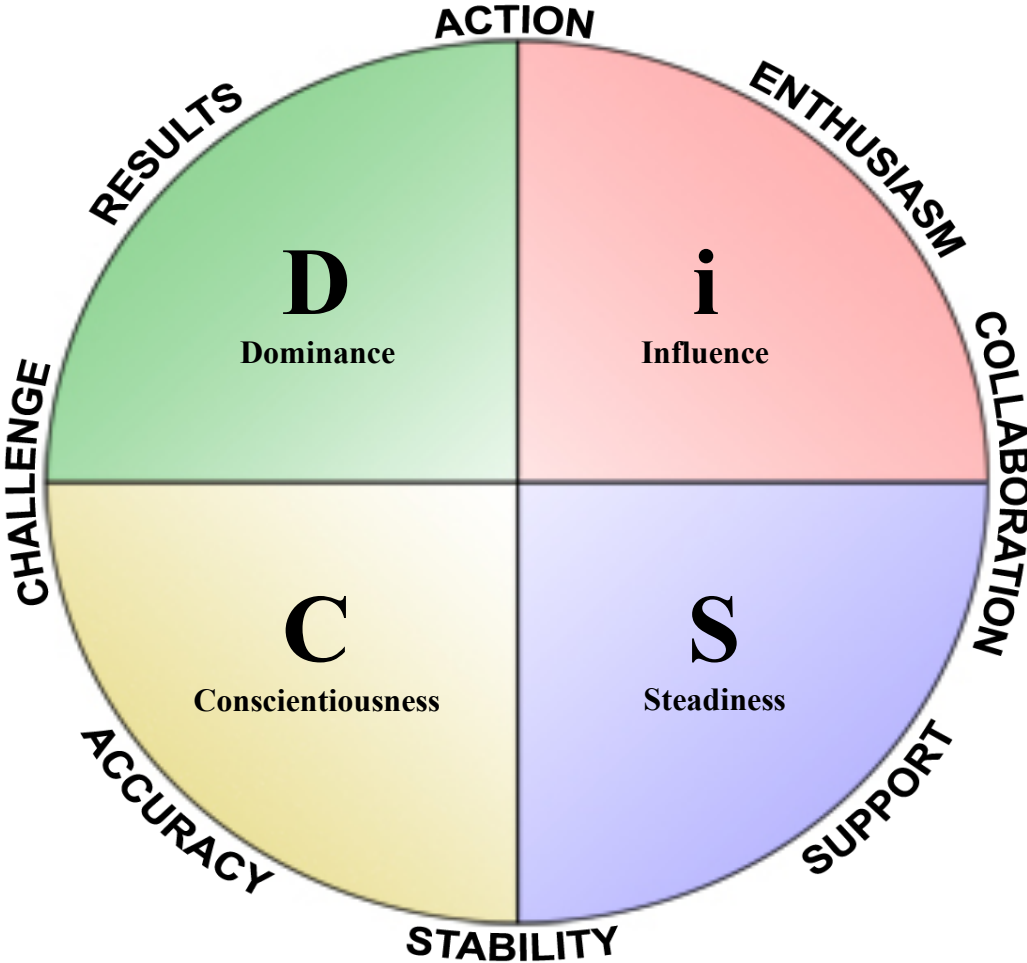
6 Dimensions
1. Communication & Collaborative Partnerships
2. Learning
3. Student self management
4. Supporting students at risk
5. Supporting student behaviour
6. Administrative tasks/managing resources

How do the job requirements differ at each level??

Level 1 _____

Level 2 _____

Level 3 _____



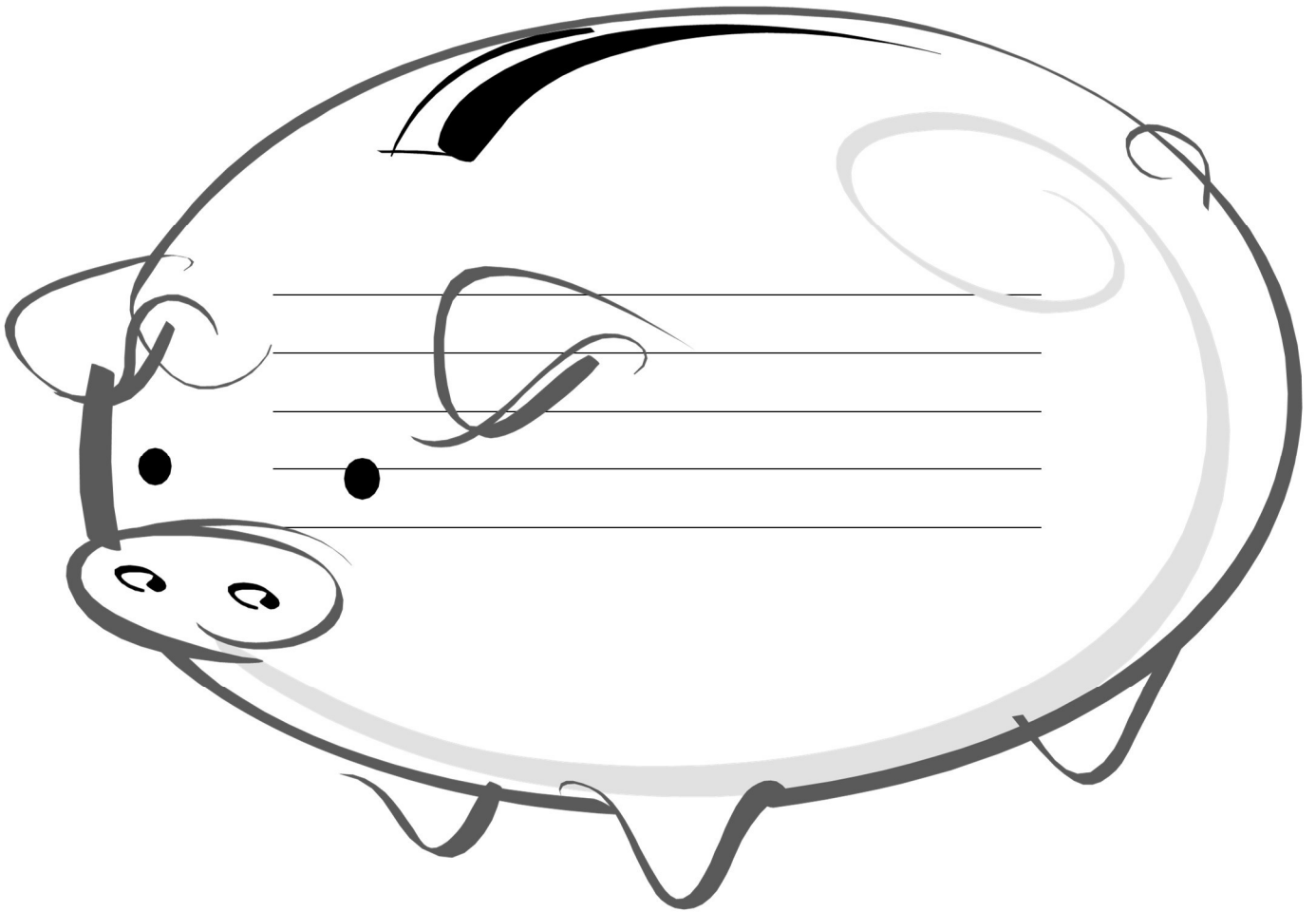
	Driven by a need for	Fears
D		
i		
S		
C		

BUILDING TRUST

BUILDING TRUST

Relationship Bank

What builds trust amongst a team?



Withdrawals

Setting expectations

One way to create certainty and trust in a team is to have **clear expectations**.

What are your expectations for your team?

How are they communicated?

What could **you** do to improve expectations or communication?

Above and Below the line Behaviours

Above the line

- Behaviours
- Body language
- Thinking styles
- Feelings
- Language

Ownership
Accountability
Responsibility

Open and
Positive



Below the line

- Behaviours
- Body language
- Thinking styles
- Feelings
- Language

Blame
Excuses
Denial

Closed
and
Negative

What behaviours, body language, feelings, language and thinking might we see above and below the line?

Above the line

Open and
Positive



Below the line

Closed
and
Negative

Protocols for Below the Line Behaviours

- Organise a 1-1 meeting time within 2 days of the incident.
- Use the "I Statement" Process.
- Listen intently, be really present and try to see the other point of view
- Stay focused on win/win.
- Anyone can say '**Stop, we need to reconvene the meeting**' at any time. You must reconvene within 2 days.
- If needed, defer part way through and seek third party support from teacher or line manager.

"I Statement"

Hi do you have a moment? **Yesterday when you said/did**

(below the line behaviour)

I felt

(How did it make you feel or what did it make you feel like doing)

Can we work something out so that when X happens again (aim for win win)

Start conversation about how it can be better.

