

# Principal's meeting #3 21.6.07

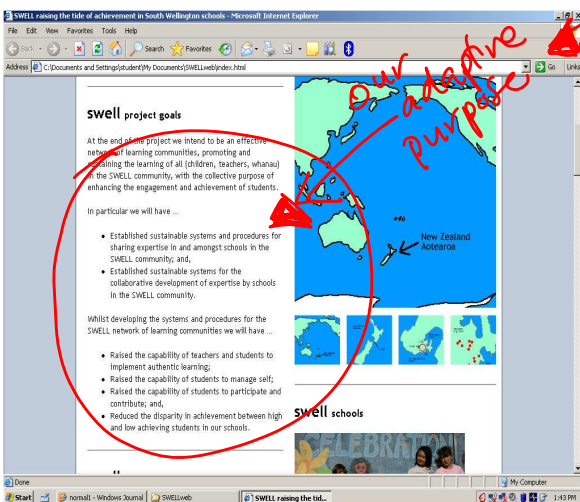
The Relay Race analogy for sustainability. The relay race is a useful analogy. The baton can be passed on from time to time and the team will still continue in the race. This is a way to sustain energy.

Need to work out our own ways for bringing about development. Some possible starting points...

"The power of appreciative inquiry: A practical guide to positive change  
Diana Whitney & Amanda Trosten-Bloom

Lessons from Chapter 5 of Fullan.

- Need to understand the difference between technical change and adaptive change. We need to focus on our adaptive challenge
- Fullan talks about a need for an adaptive purpose



- Could be useful to look at places where similar things have been tried and learn from these examples (good & bad)
- Really important to build a solid understanding from the outset which is the purpose of the principal's meetings.
- Don't just focus on the tip - look at the whole 'ice berg'
- We need to establish a

demanding culture in our schools and across the network.

- Make sure we have the right people on the bus and build on these people to get past the tipping point.
- School leaders keep one foot in the present and one in the future
- Accept that disagreement is normal, but understand how we can get to solutions
- Need to have systems that encourage participants in swell to create their own understandings
- Ideas need to filter through to everything we do
- Learn from nature - all things are important
- Need to set up systems that enable labour to be distributed and learning is individual and socially engaging
- Idea: set up a virtual library on swell website.
- Understand that people don't change very much
- Work with those that are on the bus.

Lessons from  
Chapter six  
of Fullan

- Need to know the difference between dips and chasms in a journey. You can get through dips but need to avoid the chasms. Also need to be able to recognise when you are in each area.
- You can learn from mistakes but you don't want to make them and feel miserably.
- To get external partners involved we need to build our capacity as a group. - big potential in this.
- We need to define what our compelling concept direction is for swell
- Concepts travel easily but to really work we need to have REAL shared understandings of our compelling concept for SWELL

(ie) what is that we all agree we are working towards and how we are going to get there.

- one way of getting a shared understanding could be to get to know one another better by observing and reflecting collectively on examples of leadership practice.
- similar technique is to collectively reflect on scenarios.
- Looking and Talking together works
- Also need to work in smaller groups some of the time
- knowing people on a personal level will also be a very helpful outcome of looking/talking together
- Maybe have to look at something other than schools as a context for the visit.
- Need key questions to answer whilst on the visit. (ie)  
what are the key drivers of change? etc
- Need key outcomes from visit (ie)  
understanding of own and each other's motivations etc