



Learning Scoop

**Pedagogical Leadership –
Empowering School Community**

Workshop 20.1.2017

Focus on pedagogical leadership

- What is pedagogical leadership and how to implement it?
- How to promote sustainable, interactive and shared leadership?
- How does the school work as a learning community?

We ask you to reflect, share
and participate!



Let us circle..

- What comes to your mind first of these days in Rovaniemi?
- Who or what kind of person is your ideal leader?
- Think about concrete situation where you have personally experinced good leadership. Share it!



Leadership

- Learning can be directed by
 - Creating common goals of education and growth
 - Determining the values of teaching
 - Giving goals to the teachers
 - The school's community and trust for each other is the basis where we can build excellence

What is Pedagogical Leadership?

Pedagogical Leadership is all the actions principal is doing to direct teachers' work when they develop pupils learning, development and growth.

In other words:

Pedagogical leadership is directing teaching and learning work.

Working as a principal in Finland

1. Changes in National School Politics in last fifteen years

- Decentralization and delegation of decision-making
- The scope of school politics is used more and more at the local level: municipalities and schools
- More freedom in curriculum development
- Big differences in local management cultures
- Tight economy has led to a significant decrease in the number of schools
- Competition between school has increased

Working as a principal in Finland

2. Principals new position

- From professional-bureaucratic framework to professional-facilitator framework
- More room for principals to manage their schools
- Implementer and actor in local school policy
- Strategic leadership roles are increasing and the principals own role as an educator has decreased
- The field of school leadership is becoming more complex

Today's leadership at schools in Finland

1. openness to participation
2. openness to diversity
3. openness to conflict
4. openness to reflection
5. openness to mistakes

www.kahoot.it



Leadership today in the Finnish schools

1. OPENNESS TO PARTICIPATION

- Yesterday' s Value:
 - Organisation values employees listening to organisation's leaders and doing what the leaders tell them to do.
- Today's value:
 - Organisation values employees actively participating in any discussion or decision affecting them

Leadership today in the Finnish schools

2. OPENNESS TO DIVERSITY

➤ Yesterday's Value:

- Organisation values employees falling in line the overall organisational direction

➤ Today's Value:

- Organisation values diversity in perspectives leading to a deeper understanding of organisational reality and an enriched knowledge base for decision making.

Leadership today in the Finnish schools

3. OPENNESS TO CONFLICT

- Yesterday's Value:
 - Organisation values employees communicating in a climate of group harmony and happiness.

- Today's Value:
 - Organisation values employees resolving conflict in a healthy way that leads to stronger solutions for complex issues.

Leadership today in the Finnish schools

4. OPENNESS TO REFLECTION

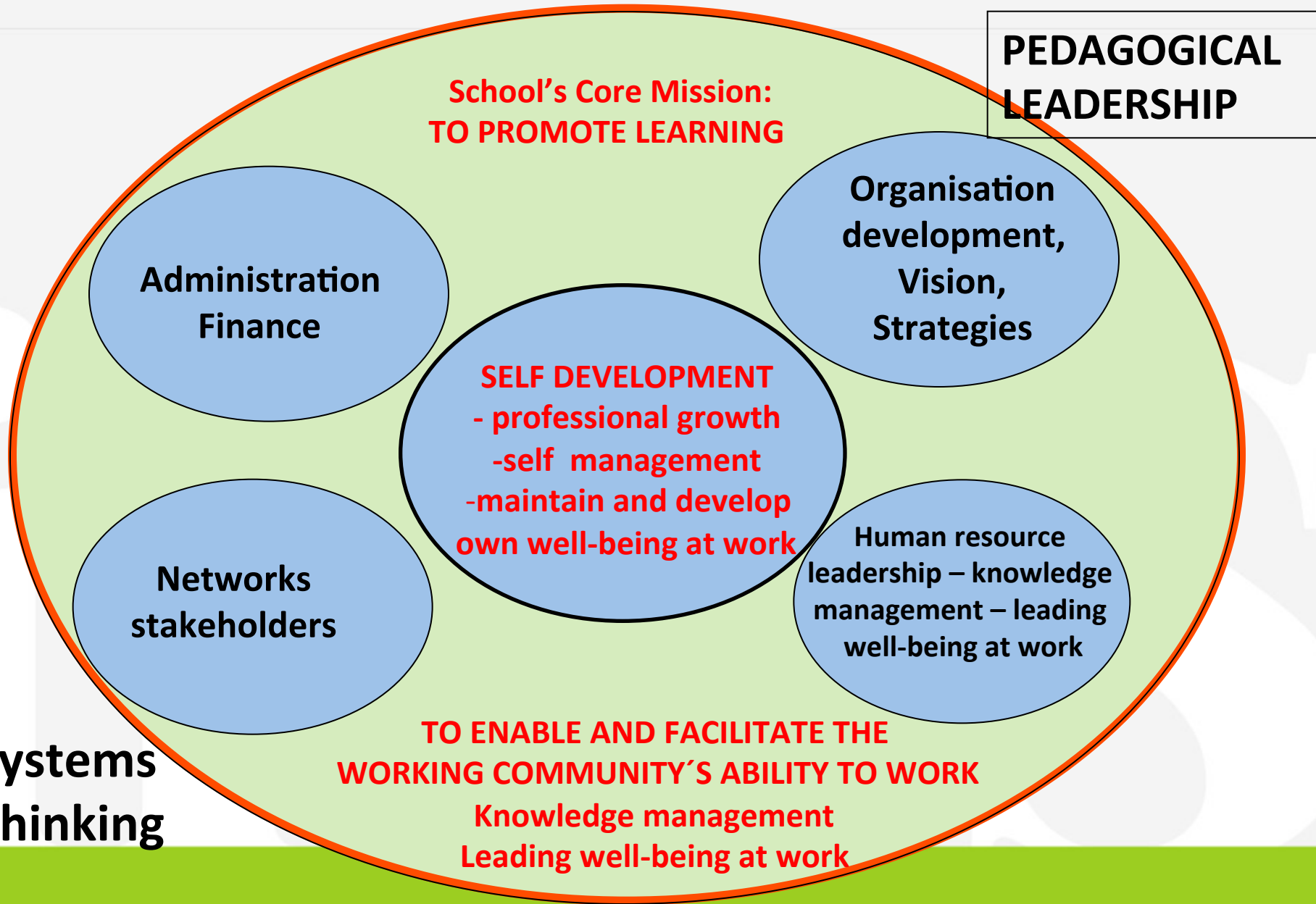
- Yesterday's Value:
 - Organisation values employees conveying a climate of decisiveness. All decisions are made and implemented without looking back.

- Today's Value:
 - Organisation values employees reflecting on their own and others' thinking in order to achieve better organisational decisions.

Leadership today in the Finnish schools

5. OPENNESS TO MISTAKES

- Yesterday' s Value:
 - Organisation values employees concentrating on making no mistakes, taking no risks/ trying new things and working as efficiently as possible.
- Present Days Value:
 - Organisation values employees acknowledging mistakes and learning from them.



The Qualifications for Successful Pedagogical Leadership

Knowledge and skills of

- modern pedagogy and didactics
- curriculum planning
- evaluation
- human resources leadership
- interaction with teachers in order to develop these matters

In addition principal is supposed to develop his/her school and the learning environment as a whole



← FUTURE

FUTURE →

FUTURE →

← FUTURE

The Learning Organisation

- learning at an individual level
- learning in a team
- learning at an organisational level



We have to learn to reflect our own learning at all of these levels.

”The problems that exist in the world today cannot be solved by the level of thinking that created them.”

Albert Einstein

Work stations

- 3 different work stations
 - ❖ Pedagogical leadership and everyday school life, principal Jukka Miettunen on video talk
 - ❖ The elements of a principal's competence in Finland
 - slide and key words
 - ❖ Symbols: you now and in the future
 - ❖ Ideas for training/support -wall
- **Move from station to station together as a team**
- **Do the assignment in the station as a group**
- **Change the station at your own pace**



Pedagogical leadership and everyday school life, principal Jukka Miettunen on video talk

- Listen and see the short video about Jukka's work and thoughts
- Share and discuss your thoughts and ideas with your group
- You do not need to write them down

The elements of a principal's competence – slide and key words

- Study the Power Point page together
- Which are the key words, the most important words in this matter?
- Decide at least 4 key words together and write them to Answergarden

Symbols: you as a principal/member of learning organization - now and in the future

Pick to two small items:

- one to describe you **now** as a principal/member of learning organization
- One to describe you **after 3 years**
- Share your choices and thoughts with the group

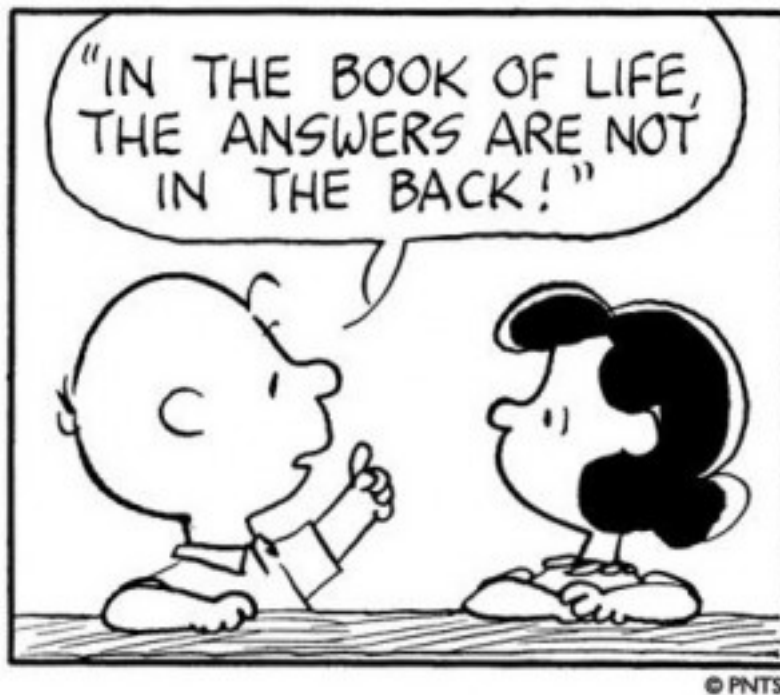
What kind of support/training would help you or your organization to develop further? Is there something Finland could offer to you?

- Discuss and write one need/idea per paper
- Put the paper on the wall
- You can also vote for someones' else ideas by drawing a flower/s on that paper

The New Pedagogy

Michael Fullan

Teachers are needed but it is a new role that is required—the teacher as change agent.



How to improve the quality of learning?

- Improving the education system (national level)
- Training principals and teachers, they are key actors
 - Potential principals/teachers need to be trained to train others
 - Starting from classroom practises and understanding of learning
- Buiding learning community (principal, teachers, parents..)
- Improving teaching materials and premises (ICT ect.)



Learning Scoop – What We Offer

- We want to share ideas and practices. This means learning from each other and developing education further. For us, it would be unethical not to share the ideas and insights which we have found to be functioning and successful with the rest of the world. **We believe that sharing is caring.**
- Do you want to learn from us? Our services include our high-calibre continuing teacher education program **Teacher Academy Finland, Principal Academy Finland, Study Tours in Finland**, and the **organization of congresses, workshops, training programs** (on-site, blended learning) on different topics of education.



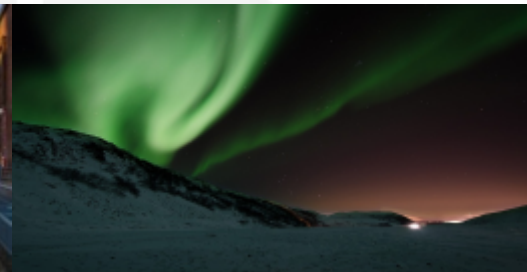
THE GLOBAL GOALS
For Sustainable Development

4
QUALITY
EDUCATION



Principal Academy Finland

- **Who is this for?**
- The program is meant for principals, headmasters, head of schools, superintendents, executive directors, and other school administrators who want to learn more about a world-class educational system and how it is led.
- **Our promise**
- After completing Principal Academy Finland, the participants are progressive education leaders, who can remarkably improve the quality of both teaching and learning in their own schools. The graduates of PAF are true pedagogical leaders, who have the skills to build outstanding learning communities and lead and manage their organizations effectively.
- Principal Academy Finland is based on Finnish educational knowledge and practices. PAF gives participants a unique opportunity to develop their professional skills. The participants are encouraged to reflect on their own leadership mindset and practices, and to adapt Finnish educational mindset to their own culture and contexts. The practical and stimulating study program includes a variety of leadership practices used in Finnish education.
- One month program + development project and final seminar



Teacher Academy Finland

Content of the program

1. Finnish society, culture and the educational system
 2. Learning concepts in Finnish education
 3. Curriculum in Finnish basic education
 4. Teaching methods and the promotion of learning
 5. Information and communications technology in basic education
 6. Assessment and evaluation in Finnish education
 7. Special education, integration, support systems and guidance in Finnish education
 8. Subject matter teaching
 9. Learning environments and collaboration in Finnish schools
 10. Leading learning – Pedagogical Leadership
 11. The school as a learning community
 12. The Future of education
 13. Summary of own portfolio work
 14. Own project work
- + 1 week of internship per month in a**



Edu Congresses

- **What?** Learning Scoop and our selected partners can organize any kind of Edu Congress anywhere in the world. Congress topics can vary from best practices from Finnish education to promoting learning or any other, more specific topic. The pedagogical approach and the frame of the Edu Congress are based on Learning Scoop's expertise. We get the quality content and best expertise from our network.

Your options:

- Congresses, seminars, keynote speakers, workshops, visits, ...
- From 1-hour- to 2-week programs, for small groups or a wide audience of participants

Our offer:

- high quality program
- innovative practical tools
- main organization together with local providers and partners



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With best wishes,
Elina, Ellimajja, Juha, Johanna and Päivi

www.learningscoop.fi
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In co-operation with:



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