The Two Towers: Appraisal & Leadership Development for ‘Middle’ Leaders

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https://goo.gl/ZXL5cl
Outline:

● ‘Middle’ Leaders?
● Two Towers: Appraisal and Leadership Development
● Crisis in the ‘Middle’ - Then & Now
● So What? Now What?
‘Middle’ Leaders:

- Conduit between Senior Leaders & Teachers
- Instructional Leader & Teacher
- Lead, Develop & Appraise Staff
- Rewarding yet Challenging
The Quest:

Leadership Development & Appraisal

- The ‘Two Towers’
- Strategic, Balanced, & Ongoing
- Improvement
Crisis in the ‘Middle’...

*Then:*

- Undervalued practice
- Ineffective practice
- Inadequate training

*(Bassett, 2012 & Robson, 2012)*
Crisis in the ‘Middle’...

Then Now

Nothing has changed

(2016)
So What?

Focus on ‘Middle’ Leaders

- Absence of Policy
- Onus on Organisation
- Time Poor, Lack of Expertise
So What?

Effective Leadership Development & Appraisal:

- Planned
- Meaningful
- Ongoing
Now What?

- Online Course for ‘Middle’ Leaders
- Accessible for ALL
- Contextualised, Ongoing, Strategic, Flexible
- Build Leadership Capability / Capacity
- Springboard to MEdLM
Online Course for ‘Middle’ Leaders

Components:

- Self
- Team
- Organisation
- Community of ‘Middle’ Leaders
Online Course:

Framework:

- Assessment - *ongoing appraisal*
- Challenge - *inquiry, outcomes*
- Support - *content curation, mentoring, development*
‘Middle’ Leader Inquiry

Appraisal

Leadership Development

Improvement
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