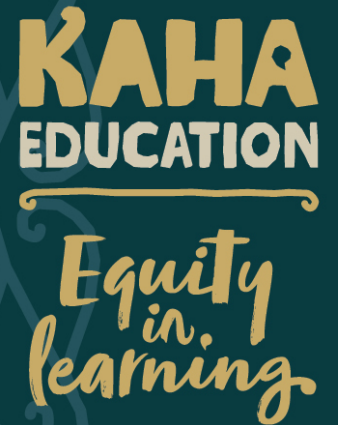


Waikato Principals' Association

Catherine Savage

John Leonard



Culture

EATS

STRATEGY

FOR BREAKFAST

- PETER DRUCKER -

reload
consulting

KAHA
EDUCATION

*Equity
in
learning*

Self sustaining
patterns of behaving,
feeling, thinking and
believing



KAHA
EDUCATION
*Equity
in
learning*

"Change in schools is
often met with
resistance and is
doomed to failure as a
result of the reform
being counter to the
culture"

*Putting your culture
first is actually the
most critical strategy
in change
management*

*What is your school
culture?
How do you know?*



KAHA
EDUCATION

*Equity
in
learning*

How do we
understand what is
under the water?



KAHA
EDUCATION

Equity
in
learning





Dissonance in Data

Consistency in
Culture

75% of the teachers said they didn't believe in removing kids from the class for challenging behaviour

The principal says they are a restorative school

The 'Relationships Development' procedure is a steps like process to remove kids from the classroom

75% of the students said naughty kids get sent out of the class

DAVID SIPRESS



My desire to be well-informed is currently
at odds with my desire to remain sane.

KAHA
EDUCATION

Equity
in
learning

Observe the data

Infer meaning

Take Action

consistent with your
view (see Cognitive Bias)

Cultural hegemony – the backbone of leadership

"You can have all the strategy you like, but without a culture that makes certain values, beliefs and assumptions operational, change initiatives are designed to fail"

Session 2 - Huakina Mai

- PB4L What works for Māori
- 1 year of practice based evidence
- Socio cultural approach to relationship development
- Theory of Change
- Pedagogical Framework – Mana ki te Mana

Part 3: Koe wai koe?

Family	Location	Schooling
Describe your family life	Describe where you grew up	Describe your schooling
How does this impact on you as a parent and family member?	How does where you grew up impact on you today?	How has your family, your place and your schooling impact on you as an educator?

Implementation

- A process of cultural change
- Regular rounds of data collection & analysis and planning
- Teacher practice is shifted through TAI
- Change behaviours .. Not just mindsets
- Pilot in 3 schools, implemented in 4

Key Learnings

- Whānau are integral to success

Information	Ratification	Consultation	Participation	Self Determination
High Risk			→	High Reward
Disempowered			→	Empowered
Radical			→	Constructive

Key Learnings

- The principal is the pūmanawatanga of the school
- Data has to give different perspectives on the same indicator
- Te reo Māori is critical
- Expect cognitive bias (group think, blind spot bias, confirmation bias, information bias, ostrich effect)
- Change is challenging and uncomfortable

Look at mentalfloss.com

Key Learnings

- Culture change requires a whole school focus
- High levels of support with high expectations

