



**Education
Scotland**
Foghlam Alba



**Standards Council
Scotland**

Leading CLD

Cohort one: February 2022

For Scotland's learners, with Scotland's educators



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Day 1: Values and Beliefs
February 8th 2022

For Scotland's learners, with Scotland's educators

Welcome & Housekeeping

- Feel free to keep your camera on
- Mute unless talking
- Use the chat pane or pop hand up for questions, comments etc.
- Take a break if you need it but try and minimise any distractions

Leading CLD

Facilitators

- Susan Epsworth, CLD, Education Scotland
- Mandy Toogood, PLL, Education Scotland
- Alison Weatherston, PLL, Education Scotland
- Kirsty Gemmell, CLD Standards Council
- Nicola Sykes, CLD, Education Scotland

Leading CLD

That's Me!



Leading CLD

Check in – how do you feel about working online?



Leading CLD

Background and context

- Evidence of need
- Systematic leadership support
- Wider offer to the education system
- Writing group supported by CLD sector

Leading CLD

Programme aims

Participants will

- enhance their knowledge and understanding of current CLD research, policy and practice
- enhance their understanding of effective leadership skills and attributes in a CLD context
- engage in critical reflection about their own leadership practice of CLD
- further develop their professional network

Leading CLD

Summary of your expectations

- Opportunity to learn from other CLD leaders
- Development of professional networks
- Understanding of leadership approaches and skills and development of leadership strategies
- Understanding of the leadership role in a CLD context
- Link policy and practice
- Time and space to critically reflect
- Refreshed understanding and knowledge of current CLD policy, practice and research

Leading CLD

Catching confidence activity

Menti code: 7592 4701



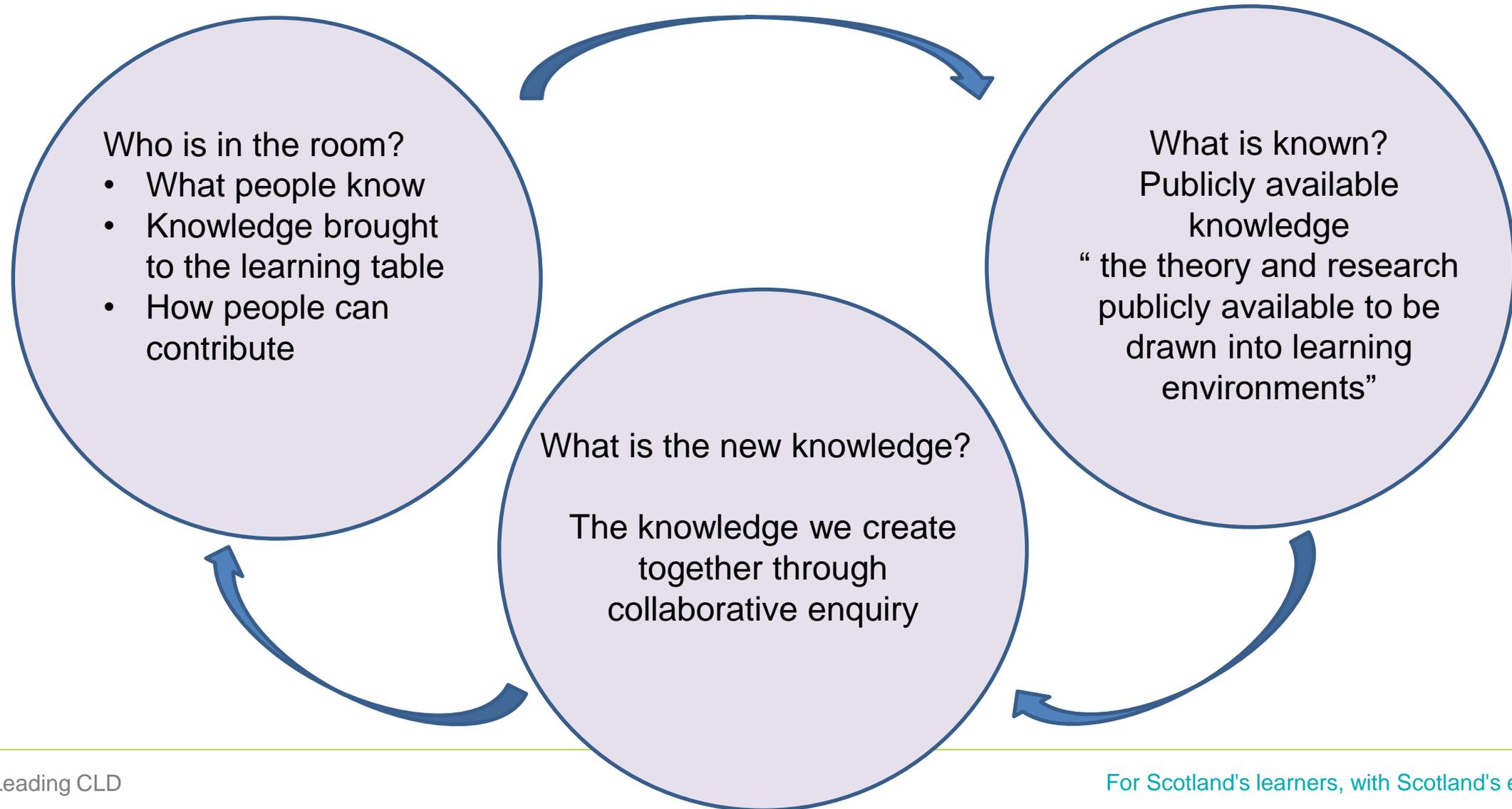
Leading CLD

Learning Environment

- Evolving
- Participative
- Collaborative
- Reflective
- Experiential



Three Fields of Knowledge



Group Agreement

[Leading CLD Group agreement \(padlet.com\)](https://padlet.com)



Imposter Syndrome...

Steven Katz



Permission to learn...



Permission to “not know”

Car park



Reflective Journal

- What am I learning about leadership in CLD?
- What am I learning about myself as a leader in CLD?
- What am I still curious about?
- What questions are arising for me now?
- What actions will I take to explore these further?

Getting to know the room

Breakout activity

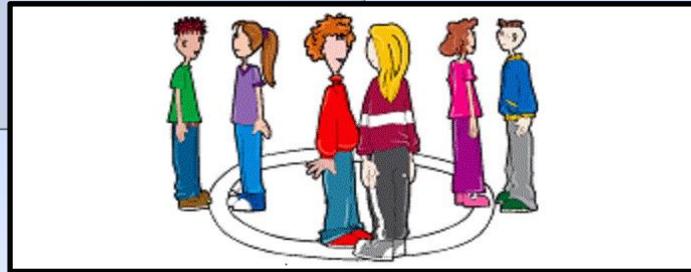




Exploring Your Why

1. I chose to become an educator because ...

2. An educator that made a difference to me was
because ...

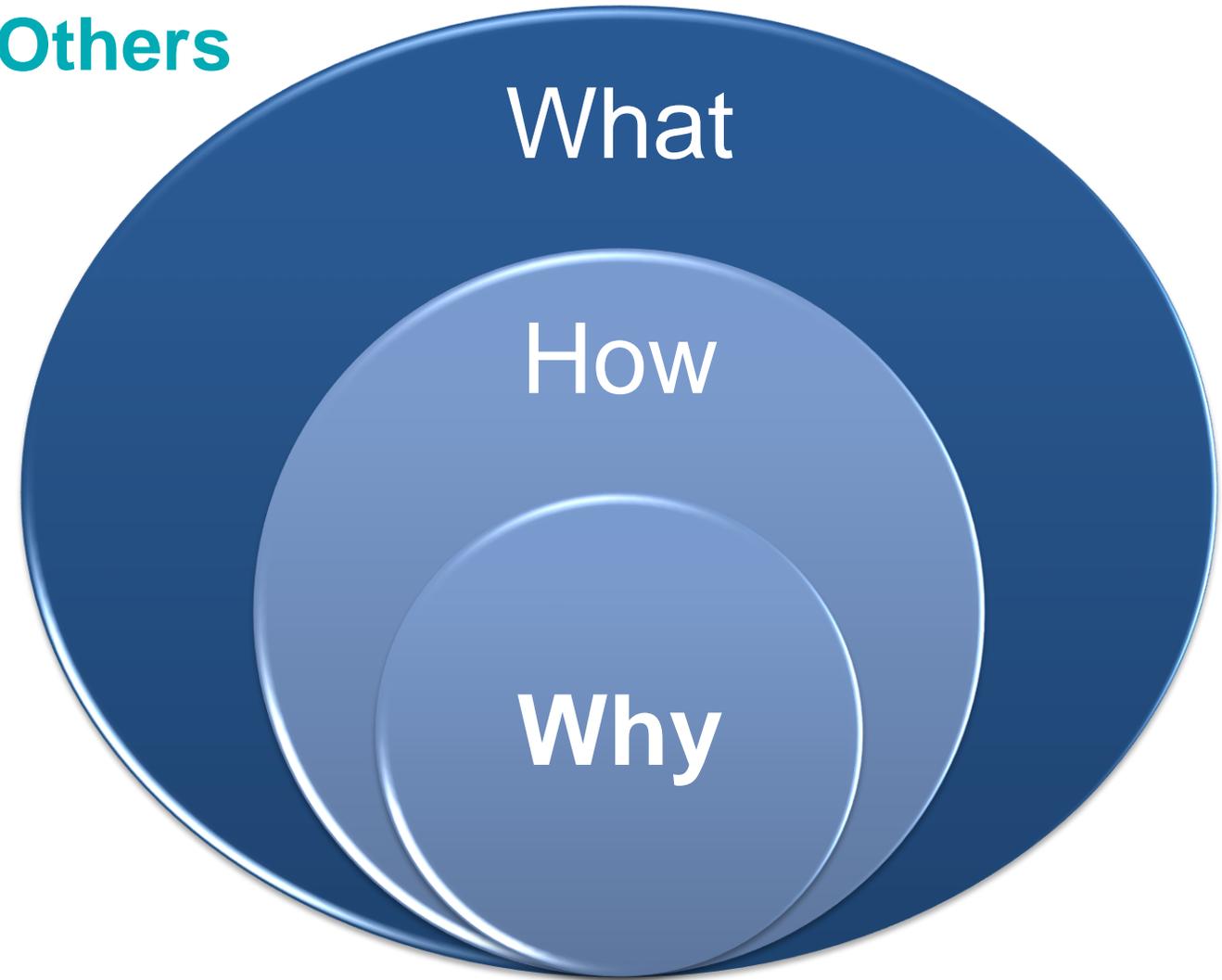


3. I chose to become a school leader because ...

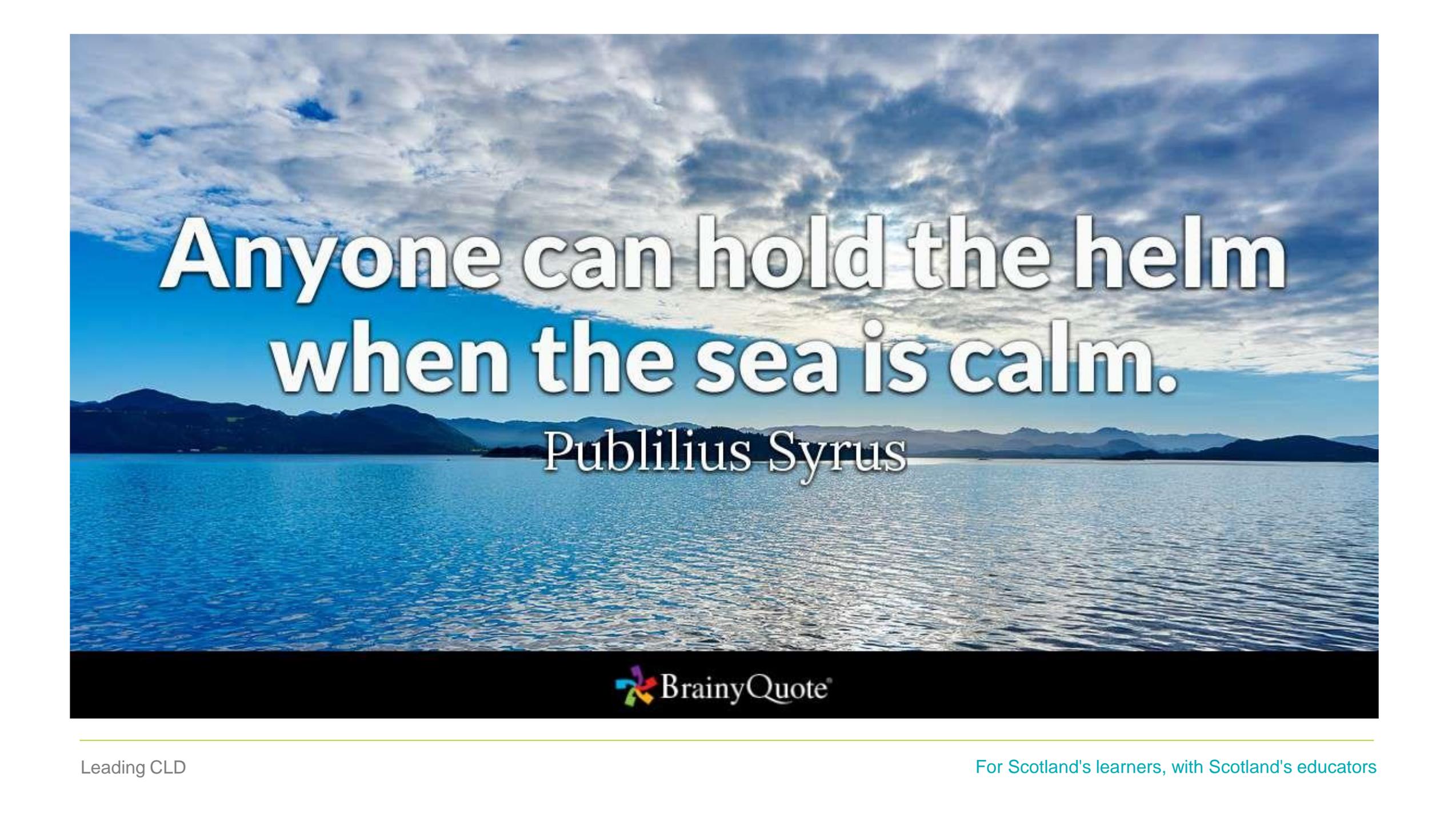
4. A school leader that made a difference to me was
because ...

How Great Leaders Inspire Others

Simon Sinek



"People don't believe
in what you do but
why you do it" Simon Sinek



**Anyone can hold the helm
when the sea is calm.**

Publilius Syrus



"Leadership and learning are indispensable to each other" - John F. Kennedy, 35th President of the United States

"I am always doing things I can't do – that's how I get to do them" - Pablo Picasso, Spanish artist

"Learning is not a one-time event or a periodic luxury. Great leaders in great companies recognise that the ability to constantly learn, innovate, and improve is vital to their success" - Amy Edmonson in *Teaming: How Organizations Learn, Innovate, and Complete in the Knowledge Economy*

"We are the creative force of our life, and through our own decisions rather than our conditions, if we carefully learn to do certain things, we can accomplish those goals" - Steven Covey, American educator, author

"Once you embrace unpleasant news not as a negative but as evidence of a need for change, you aren't defeated by it. You're learning from it" - Bill Gates, Business leader, philanthropist, inventor

"I am still learning" - Michaelangelo, Italian sculptor, painter

"Everything is hard before it is easy" - Johann Wolfgang von Goethe, German writer, statesman

"He who is not every day conquering some fear has not learned the secret of life " - Ralph Waldo Emerson, American essayist, lecturer, poet

"We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn" - Peter Drucker, American management consultant

"Real learning gets to the heart of what it means to be human. Through learning we re-create ourselves. Through learning we become able to do something we never were able to do. Through learning we re-perceive the world and our relationship to it. Through learning we extend our capacity to create, to be part of the generative process of life. There is within each of us a deep hunger for this type of learning" - Peter M. Senge in *The Fifth Discipline: The Art and Practice of the Learning Organization*

What do we mean by leadership in CLD?

Leading CLD

- What does it mean to the people you work with, your organisation and the CLD sector to be a leader?

Myself as a leader

- What leadership assets do you have?
- What do you bring to your leadership?
- What leadership challenge or opportunity do you have at the moment?

Active Listening



Lunch



Values activity

CLD values

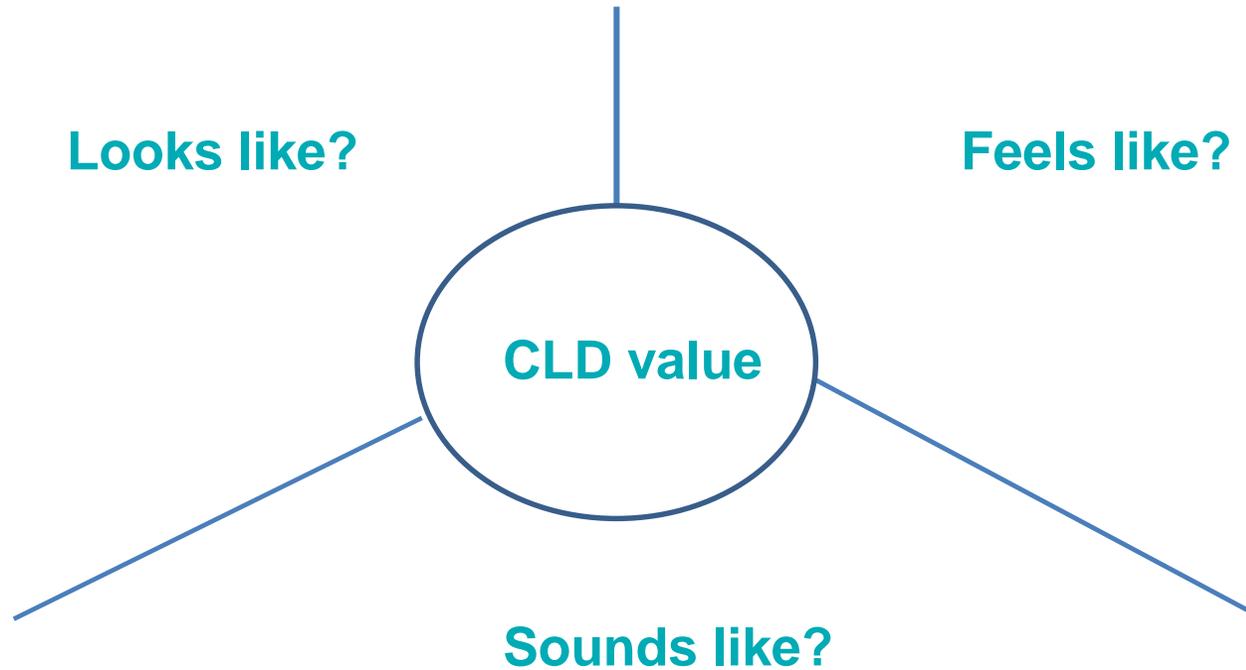
- **Self-determination** - respecting the individual and valuing the right of people to make their own choices.
- **Inclusion** - valuing equality of both opportunity and outcome, and challenging discriminatory practice.
- **Empowerment** - increasing the ability of individuals/groups to influence issues that affect them/their communities through individual and/or collective action.
- **Working Collaboratively** - maximising collaborative working relationships in partnerships between the many agencies which contribute to CLD, including collaborative work with participants, learners & communities.
- **Promotion of learning as a lifelong activity** - ensuring that individuals are aware of a range of learning opportunities and are able to access relevant options at any stage of their life.

Values activity

Breakout activity

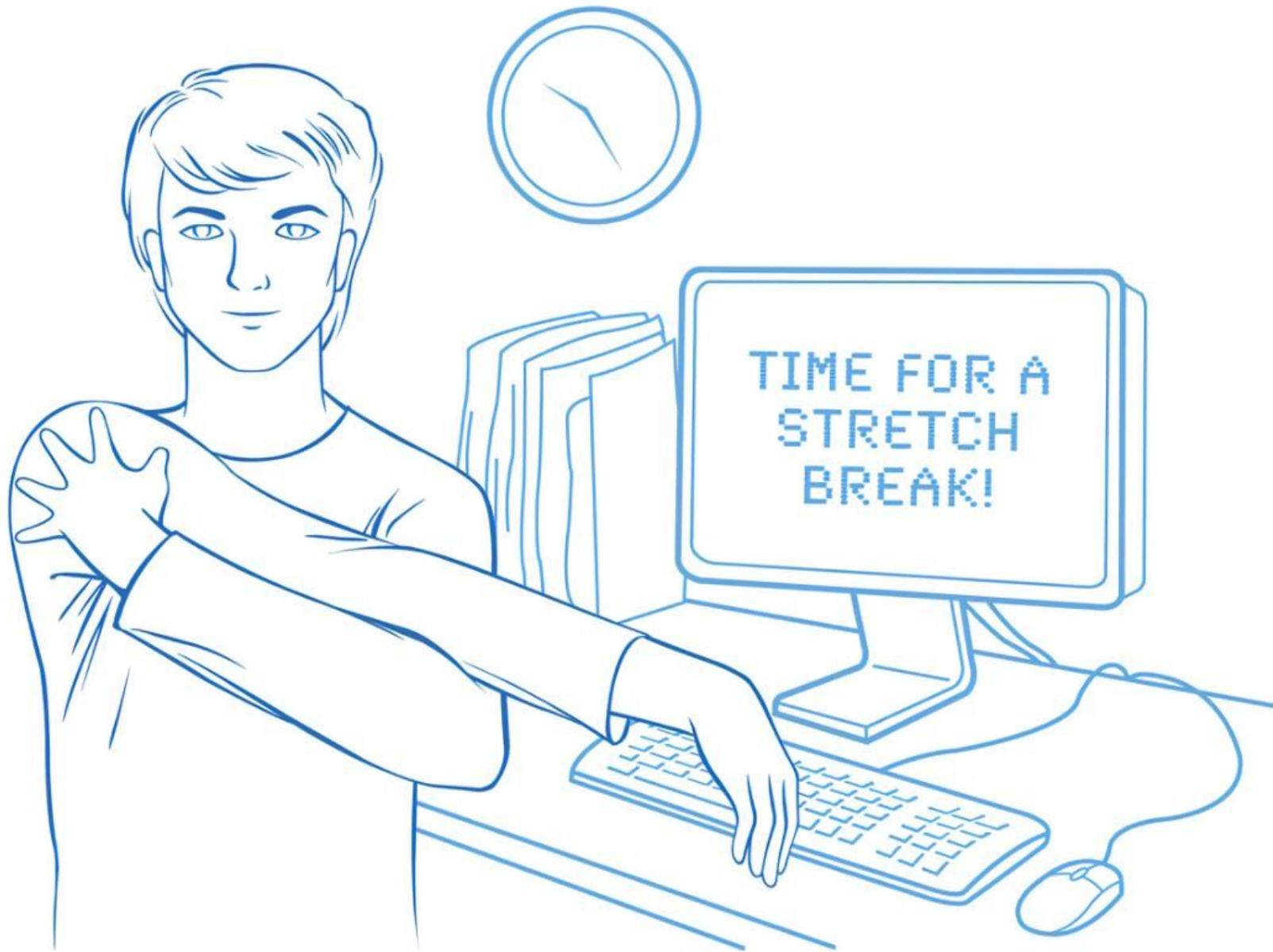


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Reflection

- Content: what?
- Process: so what?
- Action: now what?
- Thoughts?



The Final Word...



Stop, Start, Continue



Bridging activity



I-develop and Slack



See you soon!

Tuesday 8th March



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