

# GRIP

GOLD MEMBER NEWSLETTER



GRIP LEADERSHIP

TERM 3 2014



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# FOLLOW US ON INSTAGRAM

## @gripleadership



GRIPLEADERSHIP

Below are some of the pictures that our travelling team posted every few hours on Instagram during recent conferences, camps and school seminars.



# REGISTRATIONS NOW OPEN

## REGISTER NOW FOR THE GRIP STUDENT LEADERSHIP CONFERENCE NEAR YOU!

Lock the date into your school's calendar now and register online to secure your school's booking.

### SECONDARY CONFERENCES

#### New South Wales

Sydney Option 1	31st Oct 2014	Sydney Olympic Park Sports Centre
Sydney Option 2	4th Nov 2014	UWS (Bankstown Campus)
Sydney Option 3	3rd Mar 2015	Dee Why RSL Club
Wollongong	22nd Oct 2014	Novotel Wollongong Northbeach
Tweed/Coolangatta	27th Oct 2014	Tweed Heads Civic & Cultural Centre
Coffs Harbour	28th Oct 2014	C.ex Coffs Club
Tamworth	29th Oct 2014	Tamworth War Memorial Town Hall
Newcastle	30th Oct 2014	Newcastle City Hall
Albury / Wodonga	5th Nov 2014	Commercial Club Albury
Goulburn	24th Mar 2015	Goulburn Workers Club

#### South Australia

Adelaide	27th Feb 2015	Adelaide Entertainment Centre
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#### Australian Capital Territory

Canberra Option 1	3rd Nov 2014	Australian Institute of Sport
Canberra Option 2	2nd Mar 2015	Australian Institute of Sport

#### Queensland

Brisbane	6th Mar 2015	Sleeman Sports Complex
Coolangatta/Tweed	27th Oct 2014	Tweed Heads Civic & Cultural Centre
Sunshine Coast	6th Feb 2015	Nambour Civic Centre
Cairns	9th Feb 2015	Pullman Reef Hotel Casino
Townsville	12th Feb 2015	Mercure Townsville
Mackay	16th Feb 2015	Mackay Entertainment & Conv. Centre
Toowoomba	20th Feb 2015	Highfields Cultural Centre
Rockhampton	20th Feb 2015	Rockhampton Leagues Club

#### Victoria

Melbourne	11th Mar 2015	Melbourne Conv. & Exhibition Centre
Wodonga / Albury	5th Nov 2014	Commercial Club Albury
Ballarat	6th Nov 2014	Novotel Forest Resort Creswick
Mildura	7th Nov 2014	Quality Hotel Mildura Grand

#### Tasmania

Hobart	16th Mar 2015	Hotel Grand Chancellor Hobart
Launceston	20th Mar 2015	The Tailrace Centre

#### Western Australia

Perth	9th Mar 2015	Perth Convention & Exhibition Centre
Rockingham	24th Feb 2015	Gary Holland Community Centre
Albany	25th Mar 2015	Albany Town Hall
Bunbury	26th Mar 2015	Quality Hotel Lord Forrest Bunbury
Geraldton	31st Mar 2015	Queen Elizabeth II Centre

#### Northern Territory

Darwin	23rd Feb 2015	Hilton Hotel Darwin
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### PRIMARY CONFERENCES

#### New South Wales

Sydney Option #1	4th Mar 2015	Sydney Olympic Park Sports Centre
Sydney Option #2	20th May 2015	Sydney Olympic Park Sports Centre
Goulburn	25th Mar 2015	Goulburn Workers Club
Tamworth	4th May 2015	Tamworth War Memorial Town Hall
Armidale	5th May 2015	Armidale Ex Services Club
Moree	6th May 2015	Moree Memorial Hall
Coffs Harbour	7th May 2015	Coffs Harbour Racing Club
Tweed/Coolangatta	8th May 2015	Twin Towns Clubs & Resorts
Forster	11th May 2015	Club Forster
Wollongong	15th May 2015	University of Wollongong
Newcastle	18th May 2015	Newcastle Panthers
Central Coast	19th May 2015	Central Coast Leagues Club
Bathurst	21st May 2015	Bathurst Memorial Ent Centre
Dubbo	22nd May 2015	Dubbo RSL Memorial Club
Wagga Wagga	26th May 2015	Charles Sturt University Wagga Wagga
Albury/Wodonga	27th May 2015	Commercial Club Albury

#### Queensland

Brisbane	5th Mar 2015	Sleeman Sports Complex
Cairns	10th Feb 2015	Pullman Reef Hotel Casino
Townsville	11th Feb 2015	Mercure Townsville
Gladstone	16th Feb 2015	Boyne Tannum Community Centre
Bundaberg	17th Feb 2015	Brothers Sports Club Bundaberg
Mackay	17th Feb 2015	Mackay Ent & Convention Centre
Sunshine Coast	18th Feb 2015	Nambour Civic Centre
Emerald	18th Feb 2015	Emerald Town Hall
Toowoomba	19th Feb 2015	Highfields Cultural Centre
Rockhampton	19th Feb 2015	Rockhampton Leagues Club
Coolangatta/Tweed	8th May 2015	Twin Towns Clubs & Resorts

#### Victoria

Melbourne	12th Mar 2015	Melbourne Conv. & Exhibition Centre
Sale	22nd Apr 2015	Sale Memorial Hall
Bairnsdale	23rd Apr 2015	Alfred Howitt Community Hall
Geelong	29th Apr 2015	Geelong West Town Hall
Ballarat	30th Apr 2015	Novotel Forest Resort Creswick
Bendigo	1st May 2015	The Capital Theatre
Wodonga/Albury	27th May 2015	Commercial Club Albury
Mildura	28th May 2015	Quality Hotel Mildura Grand

#### South Australia

Adelaide	26th Feb 2015	Adelaide Entertainment Centre
Mount Gambier	28th Apr 2015	Sir Robert Helpmann Theatre
Port Augusta	29th May 2015	Lea Memorial Theatre

#### Tasmania

Hobart	17th Mar 2015	Hotel Grand Chancellor Hobart
Burnie	18th Mar 2015	Burnie Arts & Function Centre
Launceston	19th Mar 2015	The Tailrace Centre

#### Western Australia

Perth	10th Mar 2015	Perth Convention & Exhibition Centre
Rockingham	23rd Feb 2015	Gary Holland Community Centre
Esperance	23rd Mar 2015	Esperance Civic Centre
Albany	24th Mar 2015	Albany Town Hall
Bunbury	27th Mar 2015	Quality Hotel Lord Forrest Bunbury
Geraldton	1st Apr 2015	Queen Elizabeth II Centre

#### AUSTRALIAN CAPITAL TERRITORY

Canberra	25th May 2015	Australian Institute of Sport
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#### Northern Territory

Darwin	24th Feb 2015	Darwin Entertainment Centre
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**REGISTER ONLINE NOW**  
**[www.gripleadership.com.au](http://www.gripleadership.com.au)**

# The 6 Essential Qualities of an Ideal School Captain



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*Encouraging interested students to focus on demonstrating these qualities now will do wonders in preventing the future vote from being treated as a popularity contest.*

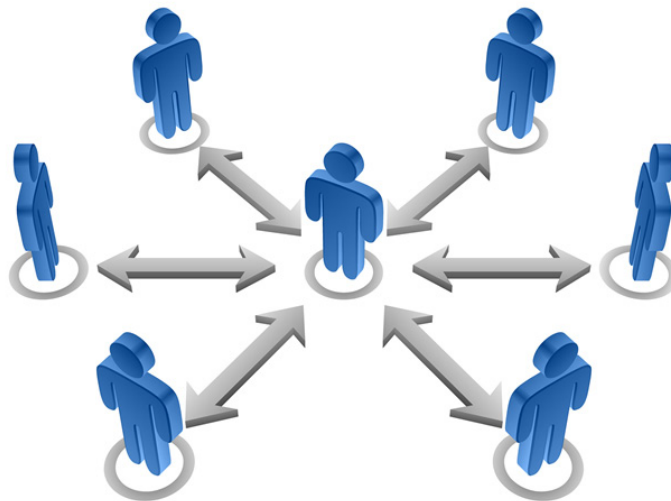
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**T**hese six essential qualities will be useful for your school to consider in a variety of different contexts. If the student body is soon to cast a vote then discussing these qualities with every student may give greater substance to your voting process than ever before and be a great learning opportunity for all students.

If staff are soon to choose a school captain then thinking through these six qualities might cause the decision makers to consider a worthy student that they had not otherwise pictured as a school captain.

If the election for next year's school captain is still some time away, then encouraging interested students to focus on demonstrating these qualities now will do wonders in preventing the future vote from being treated as a popularity contest.

As you read the list on the next page please be aware that there could definitely be a much longer list of desirable qualities that all leaders should strive to display. This list is designed mainly to provide a more concise starting point.



# 1

## DISPLAYS THE SCHOOL VALUES

The values, motto and standards of the school should be clearly evident in a school captain. It is one thing for these things to be known and recited, but it is critical for them to be clearly visible. This should not be as a result of compliance but because of a genuine belief that the values of the school are worth living out and passing on to others.

# 4

## PROACTIVE

A school captain needs to be proactive, meaning that they have their own ideas and solutions that they wish to share and implement. Being polite and responsive to teacher's requests is important but it is not enough. A school captain should be able to sense needs from within those they lead (the students) and not always require such things to be pointed out by teachers.

# 2

## ENJOYS SERVING OTHERS

An ideal school captain will be someone who takes great delight in helping others succeed. They should appear willing and delighted when they see an opportunity to serve others and not have to be rewarded or have their arm twisted.

# 5

## FAVOURABLE AMONG STAFF AND STUDENTS

A school captain does not need to be everybody's best friend, but it is important that they are respected. Fellow students should admire them for their personality, their character and perhaps even the things they have contributed to the school in the past.

# 3

## SELF CONFIDENCE

An ideal school captain does not have to be the most eloquent public speaker. The ideal captain may even have a quieter personality. However, it is essential that a school captain knows their own abilities and is not afraid to bring them to bear in their role.

# 6

## INVOLVED IN A VARIETY OF SCHOOL ACTIVITIES

The student who is involved in the most extra curricular activities should not necessarily be the school captain. However, the reason a varied participation in activities is an essential quality is that these settings expose the school captain to even more students. When the captain spends time with these different groups there is an increased opportunity for them to have a positive influence.

# How Many Student Leader Positions Should Our School Have?

Some schools have elaborate processes for electing or appointing their school leaders, while others are very streamlined or straightforward. Neither is necessarily

superior to the other, but one question that both will need to address is – how many leaders should we have? Will 10 be sufficient? Will 20 be enough? Too many? What should we consider when deciding how many leadership positions our school will have? The following four reflections may help to determine where your school should set its student leader priorities, and as a result, its cohort numbers.

## 1. WHAT ESSENTIAL FUNCTIONS NEED TO BE FILLED?

One of the key considerations for any school is to articulate the current student leader functions. What does the school see as the tasks and responsibilities of the student leadership group? Sometimes there can be quite a long list of functions, roles and responsibilities, and only a handful of student leaders selected. This can lead to stress and unnecessary

pressure on a small group of leaders to complete a large task. Decide early what is expected of your leaders and what kind of role they will fill within the wider school community.

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*One of the key considerations for any school is to articulate the current student leader functions.*

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the final number of leaders and positions required by your school.

Additionally, a broad leadership group can often be divided up into smaller groups that have a particular focus – i.e. mentoring groups or buddy-system program leaders, logistics coordinators and sport/music captains. Some schools prefer to have a large group of student leaders divided up this way, and it can make it easier to discern

## 2. DID LAST YEAR'S LEADERS HAVE ENOUGH OPPORTUNITIES TO MAKE THEIR ROLE WORTHWHILE?

Before moving forward, it is always important to undergo a process of reflection. How did last year's leaders go? If they were successful overall, what can be carried over or implemented in the coming year regarding numbers? Did enough students have

opportunities to lead? Were there sufficient projects? Were the leaders spread too thin? Did projects get started but not finished due to other commitments?

From time to time, student leaders will need to work hard in their position to ensure that tasks, events and activities are planned, prepared and completed on time. This is certainly not a bad thing, and can result in student leaders reflecting on their successes and challenges at the end of the year as a significant but ultimately rewarding opportunity. It also protects against the alternative, which is having a large number of leaders with a limited number of tasks or responsibilities. This can send a message that the leadership positions are mainly about prestige, with little or no practical contribution to be made – or that there are low expectations from staff and the wider school community of their student leaders. Both are unhealthy, and both can be avoided through a process of reflection and adjustment.

### **3. HOW MANY SUITABLE CANDIDATES DO WE HAVE?**

At GRIP Leadership we believe that all students can be leaders. Many schools will have some sort of process for electing or appointing a number of students to official positions, however, sometimes the final number of positions is set based on ‘what we’ve always done’ or following the lead of other schools. A new school year can be seen as an opportunity to re-examine the student leadership structure based on suitable candidates, rather than seeing it as chairs that need to be filled or badges that need to be worn.

Many schools choose to undergo a training process for potential student leaders, which can assist students in realising whether they are really interested in becoming a school leader. Sometimes leadership positions can appear to be prestigious, and the real work doesn’t become apparent until after the elections or appointments have concluded. ‘Suitability’ of candidates is less a reflection on individual personality, so much as their readiness to embrace the breadth of the role.

With this in mind, it can be worth considering whether to scale the amount of leadership positions available based on the number of suitable candidates. This not only means limiting roles when appropriate, but also considering the addition of roles if there are sufficient worthy candidates.

### **4. WHAT SUPPORT ARE STAFF ABLE TO PROVIDE?**

It’s never easy to find a balance between classroom teaching responsibilities and everything else that comes with being a teacher! Student leaders will be looking for leadership, direction and support throughout their time, and having an adequate number of support staff is essential for creating a positive leadership experience for students. Students also need to be led in different ways, based on their personality, in order to maximise their involvement and potential. Some student leaders will need to have each step articulated on a given project before they can begin, while others will be able to function in their role with one-off delegations.

Regardless of the size of your school, or the past traditions of student leadership therein, fostering a collaborative working relationship between students and staff can be one of the lasting legacies for any student leadership team. The inclusivity and respect that it models and teaches students is something that can be taken into tertiary studies, employment opportunities and on into the rest of life.

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At the end of the day, there is no magic number or formula to predict the right number of student leaders for any school. The main thing you will notice with each of the above questions is that they are student focused. Student leadership is a great opportunity to build qualities and values into a group of students within a particular context. The level to which they are absorbed and embodied will depend on the individuals involved, but we can help them rise to the challenge by building the most conducive structures and environment possible.

# CONFESSIONS OF A TEACHER



**Not only insightful, but inspiring...**

*I just want to say a big thank you again for running this conference. I thanked my boss this morning for letting me attend because it was not only insightful, but inspiring. I went away having an even stronger desire to grow in my craft as a teacher and leader.*



Daniel Lee,  
St Andrews Christian College

## 2014 GRIP Leading & Teaching Conferences a Success Across Australia

In the month of June, the GRIP Leadership team travelled to nine locations across Australia hosting the 2014 GRIP Leading & Teaching Conferences. Hundreds of educators attended and left feeling encouraged and practically equipped to make a significant difference in their school. This year's topic of "Good to Great" showed educators how to take a good school and transform it into a great school. On the next page are just a few of the comments we received from those who attended the conference this year.



## Nicholas Sergi, Moorebank High School

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### Confidence to turn our good school into a great school...

*“Geoff and Ronan clearly articulated the attributes and functions of effective educational leadership. This conference has given me the confidence to return to my school as a better leader and lead my colleagues to turn our good school into a great school!”*

## Debra Eustau, Boorowa Central School

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### Smooth, interesting and relevant...

*“A smooth, interesting and relevant presentation. No time to be bored and an interesting workbook and conversational, non-threatening feedback and participation throughout the day. It was very enjoyable and useful.”*



## Hark Doecke, St Paul's College

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### Fast-paced, engaging and thought-provoking...

*“I found the day to be fast-paced, engaging and thought-provoking. As a Principle of over 20 years experience in 3 different schools, I highly recommend this. Great day – best PD I’ve had in ages – thank you.”*

## John Starreveld, Knox Grammar School

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### Refreshing approach to the topic of leadership...

*“The program was a refreshing approach to the topic of leadership. Challenges were presented that drill down the real leadership. Real understanding that leadership is something that all are involved and skills all need. Very real and clear direction and perspectives.”*



# NATIONAL LEADERSHIP CAMP

JULY 2015

## REGISTER YOUR INTEREST

Email [info@gripleadership.com.au](mailto:info@gripleadership.com.au)

GRIP Leadership are exploring the possibility of creating a National Student Leadership Camp and are seeking expressions of interest from schools. The current proposal is to hold a 3-4 day camp in Sydney in the 2015 July school holidays. Conceptually, this event would involve student leadership groups (or representatives) from different schools gathering together for in-depth discussion, sharing of ideas, workshops and the building of relationships with other student leaders nationally. To enable this event to move forward with further planning, we would love to hear from teachers who would like to register the interest of their school and possibly be involved in further discussion.



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