Strategic Planning for Principals
Case Study

During 2013, Independent Schools Victoria partnered with the Australian Institute of Management (AIM) to develop a suite of accredited Leadership programs. These programs have been designed to meet the specific needs of principals and senior leaders in Independent schools to provide an opportunity for professional learning and personal development, and to enhance competencies to be effective in these ever demanding roles. AIM has over 70 years of experience in management and leadership training and Independent Schools Victoria's in-depth knowledge of the Independent education sector ensures that these programs recognise the contextual realities of Independent schools. Two suites of programs have been introduced into our portfolio of professional learning opportunities. Both programs comprise of four modules covering Strategic Planning, Finance, Management and Leadership and Operational Improvement. One suite of four modules is aimed at existing Principals, the second at senior leaders. Modules may be taken individually or in any combination. Participants may choose to undertake an optional assessment associated with each module of the program, successful completion of which leads to units contributing to the Graduate Certificate of Management or the Advanced Diploma of Management.

One of the first participants in the Strategic Planning for Principals program was Ms Lisa Moloney, Principal of St Paul’s Anglican Grammar School. Lisa and her team had identified that it was timely to review the school’s existing strategic plan and, in so doing, wanted the School Board to be fully involved and engaged in the process from the outset. The introduction of Independent Schools Victoria’s Strategic Planning for Principals program was very timely for Lisa, her team and the School Board.
‘The experience of undertaking the program was extremely valuable at the commencement of a strategic planning review. We were able to immediately utilise the tools provided and the skills learnt from the program. I was also able to send other members of the school’s Executive Team to attend subsequent programs to further enrich our skills. Having other team members attend the program also ensured we had a common understanding, language and approach to our planning.

The program’s facilitator, Mr Stephen Abrahams, was exceptional. He did a good job of linking business practice to schools and demonstrated flexibility in presenting according to the needs and the interests of the group. My team and I felt that the strategic planning model introduced during the program, along with Stephen’s expertise, was of such value that we further introduced the process to our Board and worked with Stephen to facilitate our Board’s strategic review. Having Stephen work with us and having a model and process that we were all familiar with has been of enormous value to us as an organisation’.

– Lisa Moloney, Principal, St Paul’s Anglican Grammar School

For more information on other Leadership programs, please visit the Independent Schools Victoria Leadership page.