



education
estonia

Leadership trainings

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Estonia: teachers & school leaders as key drivers of educational transformation

612

KINDERGARTENS

8 000
teachers

67 000
students

524

SCHOOLS

16 400
teachers

155 000
students

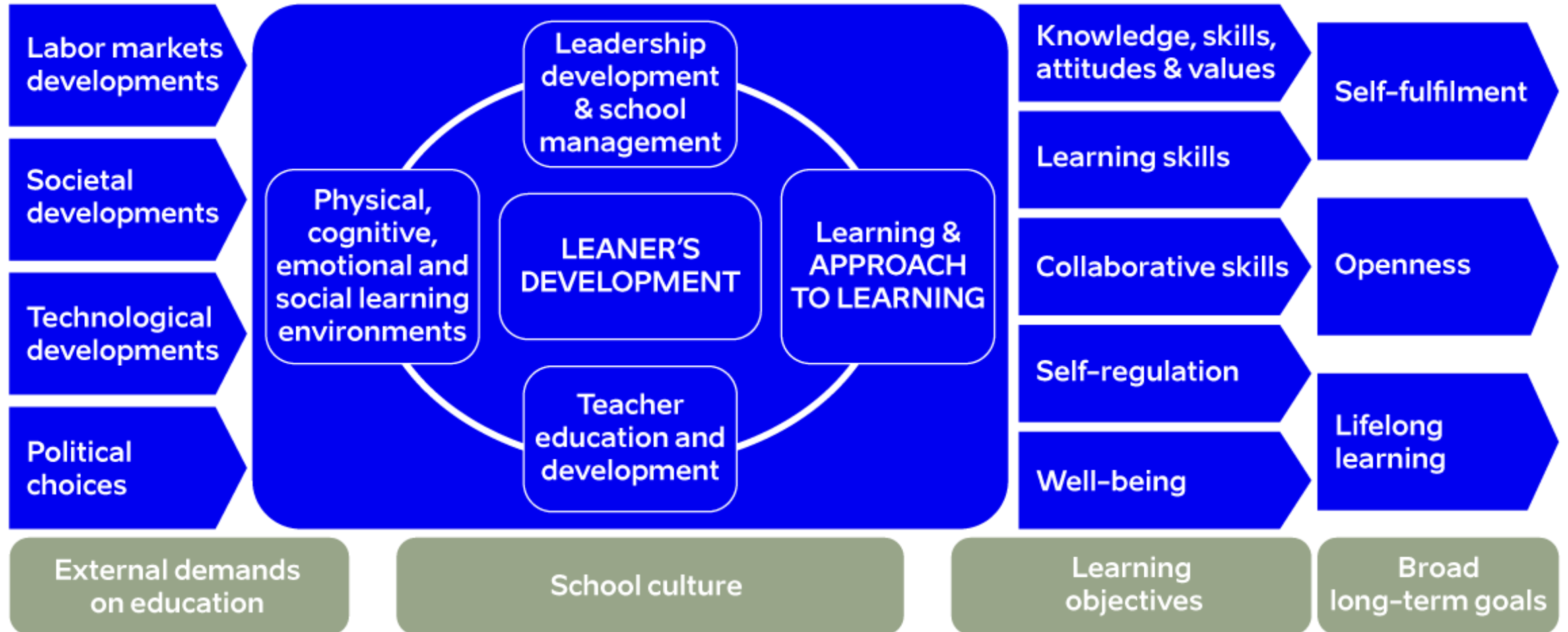
37

VOCATIONAL SCHOOLS

2 000
teachers

25 500
students

Leadership competences in modern school management

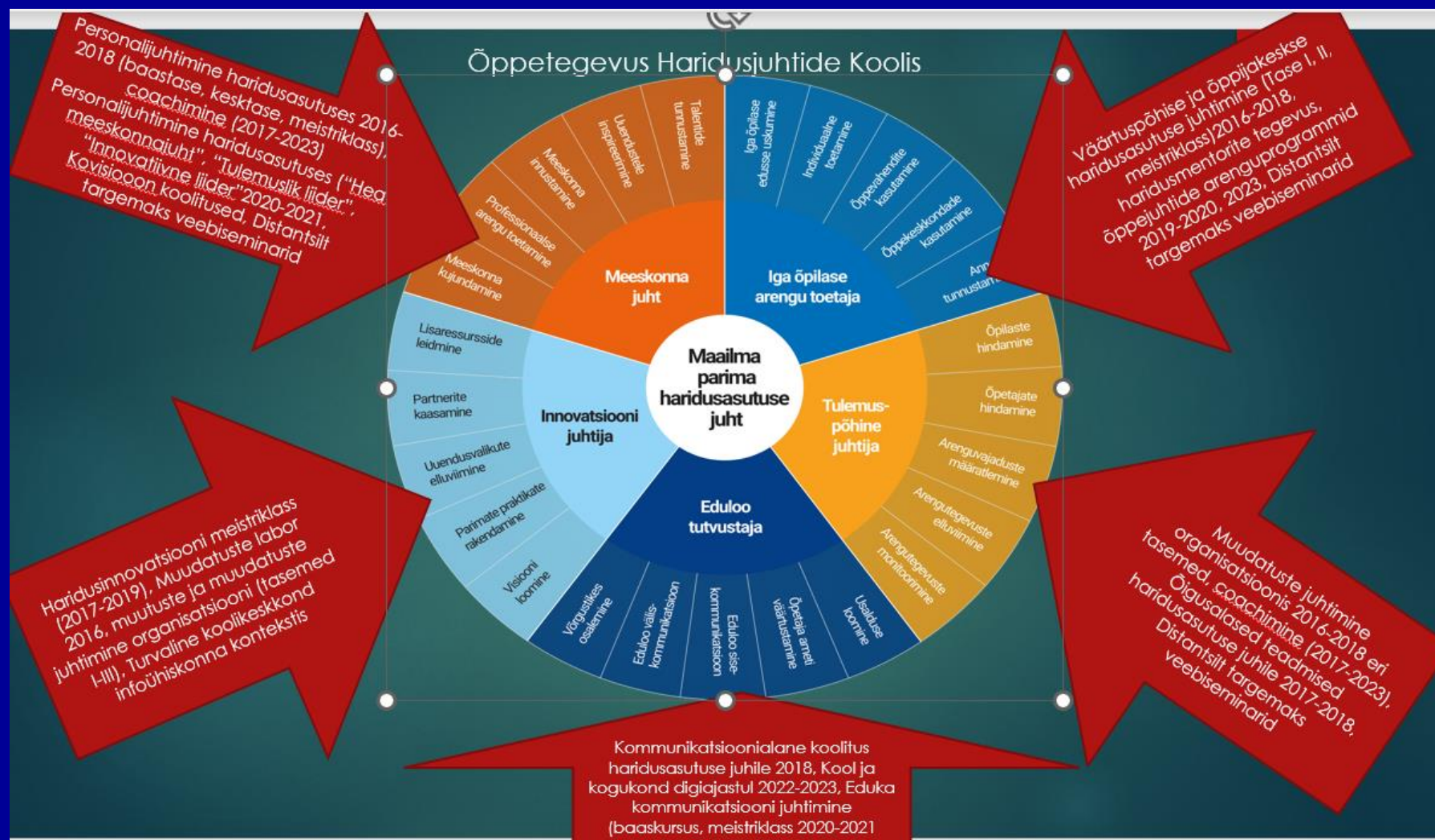


The school leader competency model and 360° feedback mechanism

- + Intended to serve as a reference point for school leader self-evaluation and self-development
- + A tool to obtain anonymous feedback on the school leadership from groups of teachers, students, and parents.
- + Used in hiring, coaching, mentoring, training, recognizing and rewarding, and evaluating school leaders.



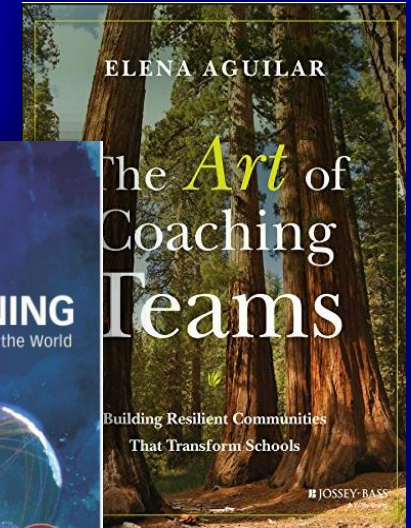
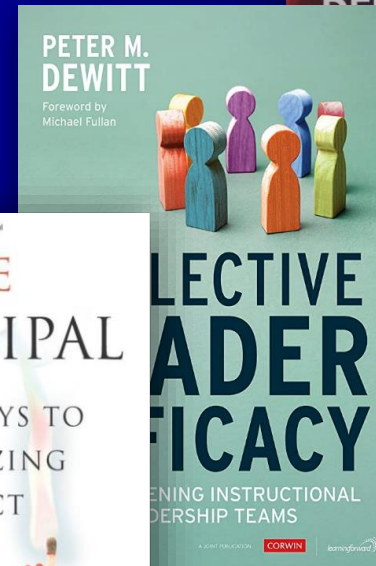
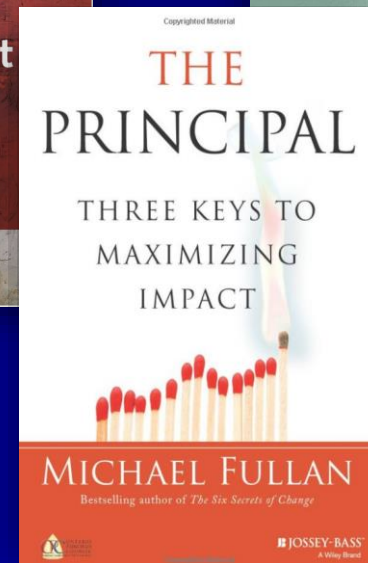
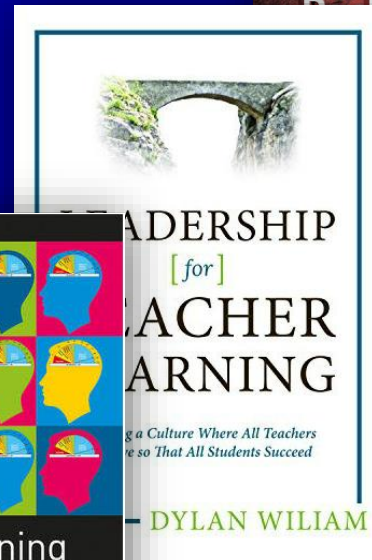
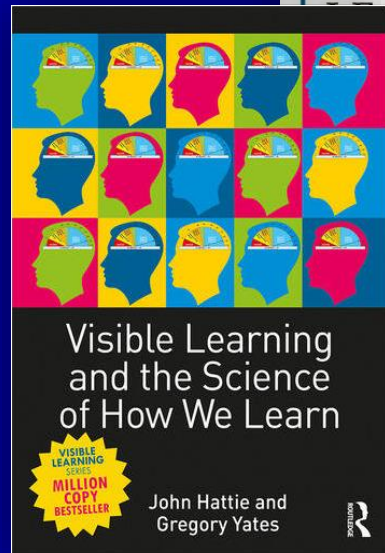
Competency model as a guide for improvement



Leadership development and support

- + **Courses** — for different levels, different forms
- + **Programmes for school leaders.** Ongoing programmes to help to lead/manage a school (newcomers, next generation, school owners)
- + **Mentoring** by experienced school leaders
- + **Individual coaching** to help them lead change in their schools.
- + **Trainings for teams** - professional development is offered to school teams (e.g. teachers, school leaders, specialists) in leading innovation and school improvement.
- + **Professional learning community leaders.** The initiative focuses on providing professional development to teachers in leading professional learning communities
- + **Programmes for leaders of educational associations**
- + An access to **literature** on global best practices in educational leadership, as well as opportunities to learn together with school owners

Access to literature



Webinars: Art of leading



ELENA AGULAR
Meeskonna arengu juhtimise kunst
Kasvatusteadus ja juhtimise arengukogemused
Kooli juhtimise kunst

HARIDUS- JA NOORTEAMET

European Union
Euroopa Liit
Euroopa Sotsiaalfond

Õpetajate Keskus

Õpime koos & "Meeskonna arengu juhtimise kunst"

DISTANTSILT TARGEMAKS

JUHTIMISE KUNST

18. JAAN 15.00



Õpiruum

Kadi Hajetski
Administraator · 14 h · 🌐

Missugune raamat on Sul aidanud kasvada paremaks juhiks? Saaremaa Gümnaasiumi koolijuht Ivo Visak jagab meiega oma lemmikraamatut juhiks kasvamiseks.

Ivo: "Hea juht saad sa olla mu silmis vaid siis, kui sa oled hea inimene. Mõõtkava headusele võib leida näiteks religioonist või õhtumaade humanismist, millest viimase puhul on alati hea lugeda Antoine de Saint-Exupéry teoseid.

"Inimeste maa" ei ole ainult lugu lenduri elust ja seiklustest, aga sinna sisse mahuvad ka lood raskete ... Vaata veel

Lugemissoovitus



Ivo Visak
Saaremaa Gümnaasium

Challenges

Leadership competences in modern school management

- Some teachers and school leaders are not ready for change
- Trainers resources and readiness
- Methodology and assessment (European Social Fund and programmes are planned in advance for a period of 6 to 7 years)
- Overall weariness (uncertainty and constant readiness for plan B)

Current focus

- Transition to Estonian-language education (leadership support)

„The work of a school principal should be done with love – only then your soul is satisfied and you reach the goals you aim for“

T. Lohur, a School principal of Imavere School



Aitäh!

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