

Leading Sustainable School Development

In an increasingly digital world, where technology is evolving rapidly, our education systems face new and exciting challenges. To meet these, leaders in the education sector – from school directors to principals and educators – must adapt their leadership to effectively guide learning.

This process-oriented training is designed to strengthen your skills in navigating the digital world, with a specific focus on leading learning.



Your responsibility to guide colleagues through this digital transformation is crucial. It's not just about integrating new technology into teaching, but also about understanding how digital tools can enhance the learning process and make it more inclusive and accessible for all students. By participating in this training, you will have the opportunity to explore various leadership styles that promote innovation and creativity, while maintaining a shared foundation of values and goals within your municipality.

The training emphasizes the importance of flexible leadership – being able to adapt to new challenges and changes in the world while maintaining a stable foundation. It provides you with tools to create a cohesive strategy for digital learning, encouraging not just technical skills, but also fostering a culture of continuous learning and development among both teachers and students.

This is a unique opportunity for everyone in your municipality's education sector to explore, learn, and grow together in your ability to lead learning in a digital world over the course of **two years**. By participating, you will strengthen both your collective and individual leadership skills, ensure readiness for future educational challenges, and contribute to a brighter future for all students in your municipality. In the process, we utilize relevant research and elements from Apple's school development materials: **Key Elements of Leadership**, **Innovation in Schools** and **Key Elements of Learning**. →



Target audience:

Educational administration, school leaders, and educators responsible for leading colleagues.

Program structure:

Year 1 – Fall

Needs Assessment and Current State Analysis

This part is for establishing a shared understanding of the current situation and secure alignment.

Year 1 – Spring

Leading Learning: Joint part with principal, school leaders and key stakeholders

Focus on the 'WHAT' of the school in the common mission and responsibility in the work on equitable.

Year 2 – Spring

Leading Learning: Focus on School Leaders

Focus on the role of school leaders in the work of leading, organising and monitoring learning in a digitalized digitised world.

Year 2 –

Spring + Fall

Managing learning: Targeting key people

Focus on the 'HOW' of key people in work with collegial learning in a digitised world.

Regular coordination and planning meetings take place between the client and Foxway. In this way we can capture and meet needs that arise during the process and ensure that the development work is in line with the organisation's other development processes.

Year 1 Fall: Needs Assessment and Current State Analysis

The process begins with a needs inventory and current situation analysis. Here we take the temperature of your current situation linked to national requirements, the policy documents' wording on digital skills, digitisation of national tests and your municipality's vision and strategic goals.

This is how the mapping works in brief:

- We conduct focus interviews in groups of 4–6 people with you.
- Each interview takes about 1 hour and takes place digitally.
- Ideally, representatives from the principal, school leaders and FL participate in the interviews. In this way, we get a business-oriented current situation together and can set up a sustainable target image for your future work.
- Foxway compiles and analyses the results and shapes other processes based on the needs that the profession highlights.

Year 1 Spring: Leading Sustainable School Development

Session 1: Digitalisation, society and school, a global perspective

- What is the school's mission in terms of digital competence and digitalisation?
- What does adequate digital competence mean?
- What does the research say we need to do to succeed in equitable digitalisation?
- What are the strengths, challenges, risks and opportunities in the organisation linked to the success factors in digitalisation?

Session 2: Learning and teaching in a digitised world

- What does current research say about learning and digitalisation? What are the opportunities, challenges and risks?
- How can we make learning accessible through multimodal and visual support?
- How can we use the improvement capital of our key people in our digitalisation efforts?
- How do we organise for learning in a digitised world? →

Meeting 3: Vision and Impact

- What is our vision for digitalisation and learning?
- What effects of digitalisation do we want to see in our activities over the next two to three years?
- Where are we in relation to those effects?
- Are there specific technologies that enable and improve the conditions for achieving the vision?
- What activities and measurable objectives do we need to plan and implement to achieve these effects?

Year 2: Process training for head teachers

In Year 2, we focus on the 'HOW' and provide participants with concrete tools and methods. With the impact chain as direction, we delve into:

- Change management in a digitised world.
- Organising for learning in a digitalised world.
- The role of school culture for successful change management.
- Monitoring learning, how do we see that we are getting closer to the vision?

Year 2: Process training for key staff

In Year 2, we focus on the 'HOW'. Here we work with concrete tools and methods for peer learning and develop our digital competences from a teaching perspective. Exactly what we focus on is decided in consultation with principals and key people based on the current situation analysis and the impact chain. Examples of themes for the meetings are:

- How do we build long-term staff experience and knowledge?
- Collegial and collaborative learning using digital tools.
- Digital didactic design – How do we plan and organise teaching in a way that takes advantage of opportunities offered by digitalisation.
- Accessible learning using digital tools.

