

About leadership development at BCE

As an organisation, Brisbane Catholic Education values leadership at all levels.

Every employee, regardless of their level, location or job title, has an important role to play in achieving Brisbane Catholic Education's mission to teach, challenge and transform.

The BCE Leadership Framework describes five leadership domains that all employees are called to embrace to help achieve the aspirations of the Strategic Plan 2017-20.

Focuses Direction

The Focuses Direction domain captures the process of gathering and evaluating information within the broader context of BCE's strategic purpose and Catholic Identity. Credible information is translated into clear and succinct goals that are relatable to daily work. These goals inspire a purposeful and continuous shift in our shared-mindset as BCE staff.

1. Gathers and critically evaluates relevant information from a wide range of credible sources.
2. Considers the interactive nature and interdependence of external and internal factors.
3. Works with ambiguity and brings innovative thinking to solve problems or meet new challenges.
4. Inspires others to align with a shared direction and purpose.
5. Purposefully builds a clear plan with specific goals that are aligned to the organizational vision and mission.
6. Decisively moves self and others to action.

Creates Collaborative Cultures

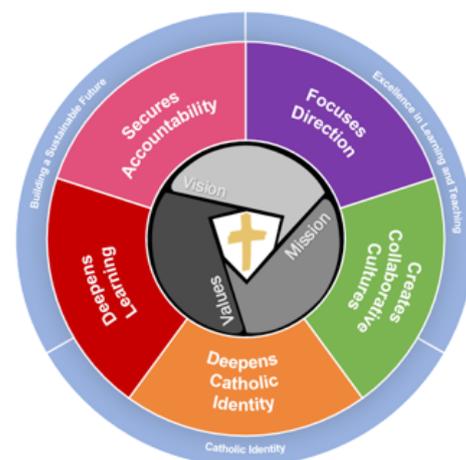
The Creates Collaborative Cultures domain challenges us to respect and embrace the individual expertise of our colleagues and stakeholders, to facilitate our collective purpose of enhancing student learning and wellbeing. We are encouraged to consistently foster constructive relationships and share expertise, to ensure that ideas are shaped into focused, coherent change.

1. Is authentic and acts with integrity when dealing with others.
2. Fosters respectful relationships.
3. Embraces diversity and inclusiveness.
4. Influences individual and collective efforts to accomplish shared objectives.
5. Leads effective change considering the objectives of the change and the impact on people.
6. Co-creates a culture of high performance.

Deepens Catholic Identity

The Deepens Catholic Identity domain challenges all BCE staff to commit to and support a re-contextualized Catholic perspective within each school and office community. We are encouraged to exemplify the core values of the Catholic ethos, and use these to enhance both student learning outcomes and our own spiritual formation and care for others.

1. Nurtures spiritual and religious growth.
2. Demonstrates a commitment to and is supportive of the Catholic ethos and living of Christian values.
3. Demonstrates a commitment to and is supportive of acts of community service and social justice.
4. Demonstrates emotional support and spiritual care to others.
5. Works within their context to improve educational outcomes, spiritual formation, and pastoral care.



**Brisbane Catholic Education
Leadership Framework**

Deepens Learning

The Deepens Learning domain challenges BCE staff to identify and shape clear, innovative learning methods based on research and best practice. We are all encouraged to cultivate and engage with BCE's Catholic learning culture in hope of optimizing student learning outcomes and our own lifelong learning.

1. Continually reflects on and contributes to improved learning and teaching outcomes.
2. Fosters high performing professional learning communities that openly share practice.
3. Creates a strong learning culture incorporating effective approaches to performance and development.
4. Positions highly effective, evidence-based professional practice at the centre of our approach.
5. Operates effectively within the Catholic education context.

Secures Accountability

The Secures Accountability domain challenges all BCE staff to be effective stewards of our resources and to be continually mindful of the safety and wellbeing of our students and colleagues. We complete these duties with efficiency, transparency, and ethical consideration. We are encouraged to engage with these personal and collective responsibilities for the continuous success of our students and organisation.

1. Manages people, finances, and resources effectively in alignment with legislative requirements and BCE policy.
2. Demonstrates effective stewardship of finances and resources identifying savings and efficiencies where possible.
3. Acts ethically and demonstrates behaviours that align with our organizational values.
4. Promotes workplace health and safety as a team and individual priority.
5. Models and promotes a culture where student protection is the responsibility of everyone.
6. Achieves results aligned with agreed goals and objectives.

Using the Framework

The BCE Leadership Framework will be used to guide our approach to leadership practice and to inform the selection and development of our leaders. Our BCE Leadership programs have been redesigned to align with the new Framework.