

## The SLS360: Understanding the process

A companion piece to *Introducing the School Leadership Survey 360 degree review*, this document explains in more detail how the process unfolds

*'I would recommend the process. It's beneficial and it will provide very valuable information for a Head's self-reflection – it will allow them to reflect on their leadership and their capabilities and behaviours.'*

Mark Stower, Principal, Villanova College, Brisbane

### How long does the SLS360 take?

Allow six weeks for the full process including liaison with your chosen debriefer. The survey itself is open across two weeks.

### Who can I choose as my debriefer?

You can select one of:

- Malcolm Lamb AM – An educator, school leader and mentor, Malcolm is a former chair of AHISA and a former principal of Pembroke School, SA
- Bobby Court – Bobby has been a principal in Catholic independent schools for more than 20 years, including Kindergarten to Year 12, girls only and coeducation
- Dr David Mulford – David was a member of AHISA for 27 years, while head of Blue Mountains Grammar School, Radford College and Newington College. Since leaving Newington in 2018, David has worked as an independent school consultant, a sessional university lecturer/mentor and as an interim CEO of ISA.

### How many and what kind of respondents should I choose?

The potential number of respondents is unlimited. However, about 30 to 40 is an ideal number for the survey results to be representative. For the same reason no fewer than 15 respondents are advised. The respondents must be classified into five groups - Self, Manager, Peers, Reports and Others. Managers for a principal would be the chair of the school board and where more than one, members of the board.

### Are the responses anonymous?

They are, unless there is only one respondent nominated for a particular category.

### How long does it take each respondent to complete the online survey?

It takes around 15 minutes to finish the survey.

### Is the one-on-one debriefing given in person?

It is, except in unusual circumstances when a face-to-face isn't possible. Then the debriefing can be given over Skype or Zoom.

### What happens after the debriefing?

Those respondents who participated should be thanked for their contributions. Of vital importance to the process is that you construct an action plan to inform your immediate and medium-term professional development as a leader, working with your direct report to achieve this. You can choose to share the survey results with your board. Value can be added by revisiting the process every two to three years to review progress and set new goals.