Leadership Development Committees for Heads of School

In 2002 following the Review of the Role and Remuneration of Heads of School, Charles Sturt University adopted recommendation 2(iii):

“That Heads of School participate in leadership development activities, including peer review/feedback processes and formative interviews with a Leadership Development Committee comprised of the Vice-Chancellor, Deputy Vice-Chancellors, relevant Dean and Manager, Organisational Development”

The following guidelines have been developed for the meetings:

(1) The meetings are formative in purpose and do not form part of the Performance Management process. They will be largely prospective in focus.

(2) The primary purposes of the meetings are:

   (i) to allow the Heads of Schools to raise matters on which they would like comment or advice from senior staff.

   (ii) to assist Heads of Schools to identify professional development needs and opportunities, including ways of improving their performance. This may include coaching and mentoring.

   (iii) to assist Heads of Schools in planning for career development, including promotion and roles on completion of service as a head of school.

(3) The meetings will also provide senior staff with an opportunity for interaction with Heads of Schools regarding University priorities and strategic directions.

With regard to meeting preparation, the Head of School will be asked to provide a list of possible discussion points and encouraged to identify future leadership development and/or support needed to improve their performance.

In addition, the Dean and Deputy Vice-Chancellor (Academic) will provide some contextual information for each interview, including PBF data; budget position; size of school; range of disciplines etc.

All Heads of School with three (3) or more years of service are eligible to be interviewed