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EDUCATION CHALLENGES IN 2026

- Adapting to AI and Technology Integration
- Mental Health and Well-Being of Staff and Students
- Teacher Recruitment and Retention
- Inclusion with Limited Resources
- Parent Engagement

... Leadership matters more than ever

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That this is an age of change is an expression heard frequently today.

Never before in the history of humankind have so many and so frequent changes occurred... they have been occurring faster and faster until today humankind is almost bewildered in an effort to keep adjusted to these ever-increasing social changes.

This rapidity of social change may be due to the increase in innovation which in turn is made possible by the accumulative nature of technology.

- William Fielding Ogburn, **1922**

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EDUCATION LEADERSHIP

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INTENTIONALITY MATTERS

In analysing over 300 case studies from more than 20 countries, Leithwood and colleagues (2008, 2020) found that **most successful education leaders** do the following:

- 1- set clear vision for the schools
- 2- build relationships and develop people**
- 3- adopt processes to support desired practices
- 4- improve the instructional program
- 5- grounded in using data well

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INCLUSIVE SCHOOLS AND ORGANISATIONS ACHIEVE BETTER RESULTS

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DIVERSITY, EQUITY, AND INCLUSION / REPORT

Inclusion Isn't Just Nice. It's Necessary.

FEBRUARY 22, 2023

By Gabrielle Novacek, Nadja Yousif, Ashley Dartnell, Mario Farsky, Seema Bansal, Gretchen May, and Alex Zborowski

Exhibit 2 - A Lack of Support in Noninclusive Cultures Adversely Affects Employees' Health and Private Lives

FIGURE 1 | The value of diversity of thinking

Exhibit 1 - Employees in Inclusive Companies Have More Positive Work Experiences

There is a widening gap between leaders and laggards

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DIVERSE PERFORMANCE

Organizations with inclusive cultures are:

- 2x** as likely to meet or exceed financial targets
- 3x** as likely to be high-performing
- 6x** more likely to be innovative and agile
- 8x** more likely to achieve better business outcomes

Source: Juliet Bourke, *Which Two Heads Are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions* (Australian Institute of Company Directors, 2016).

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DIVERSE PERFORMANCE

Why is diversity & inclusion in the workplace Important?

Research has shown many benefits of a diverse and inclusive workplace:

- Higher revenue growth
- Greater readiness to innovate
- Increased ability to recruit a diverse talent pool
- 5.4 times higher employee retention

Inclusion in the workplace is one of the most important keys to retention

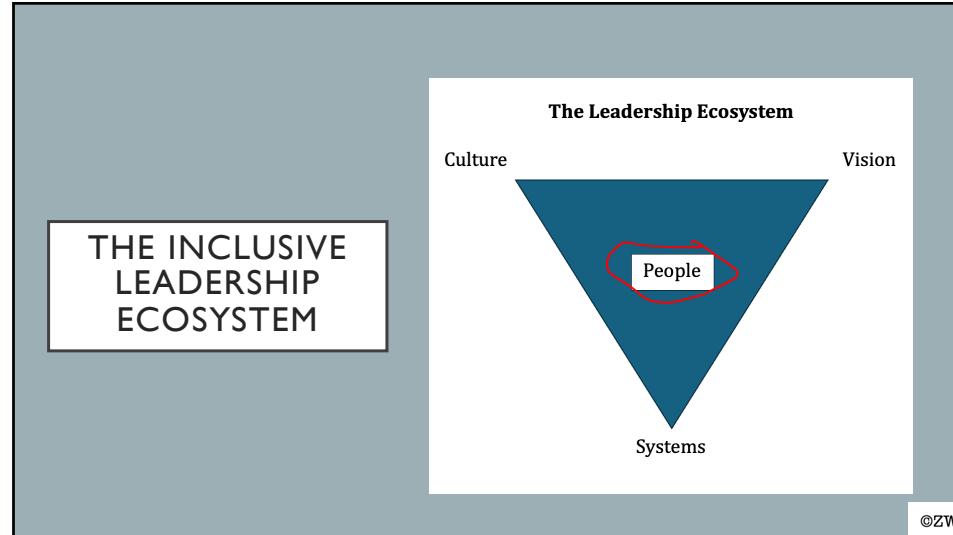
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YOUR ECOSYSTEM MATTERS

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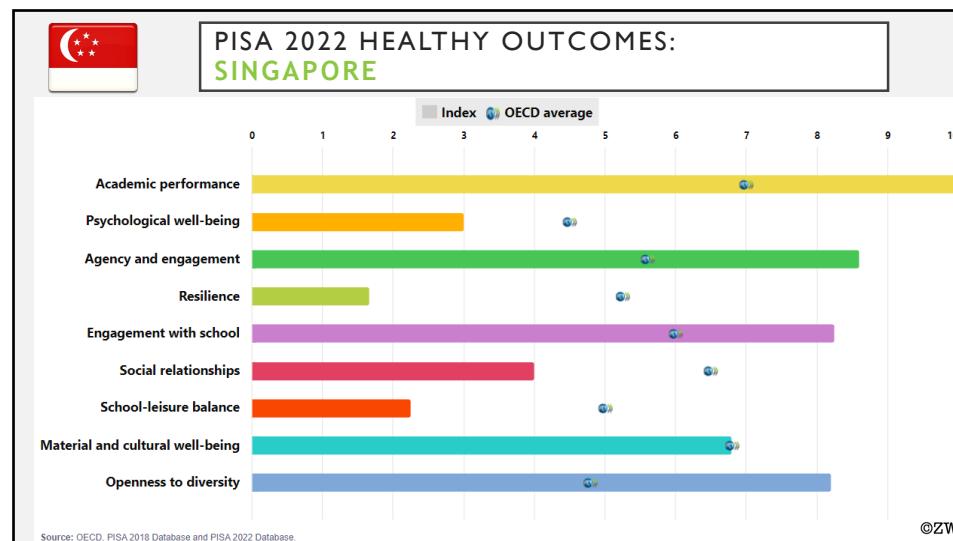
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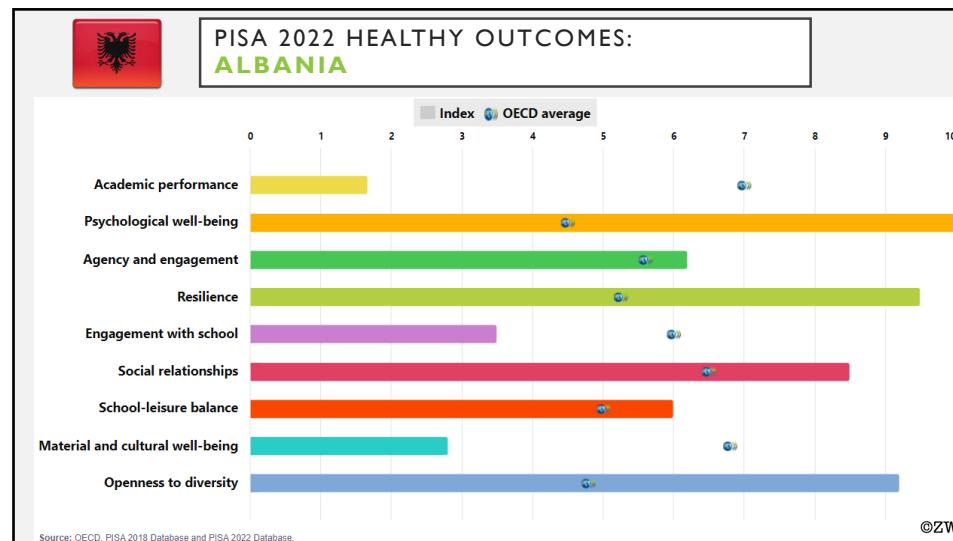
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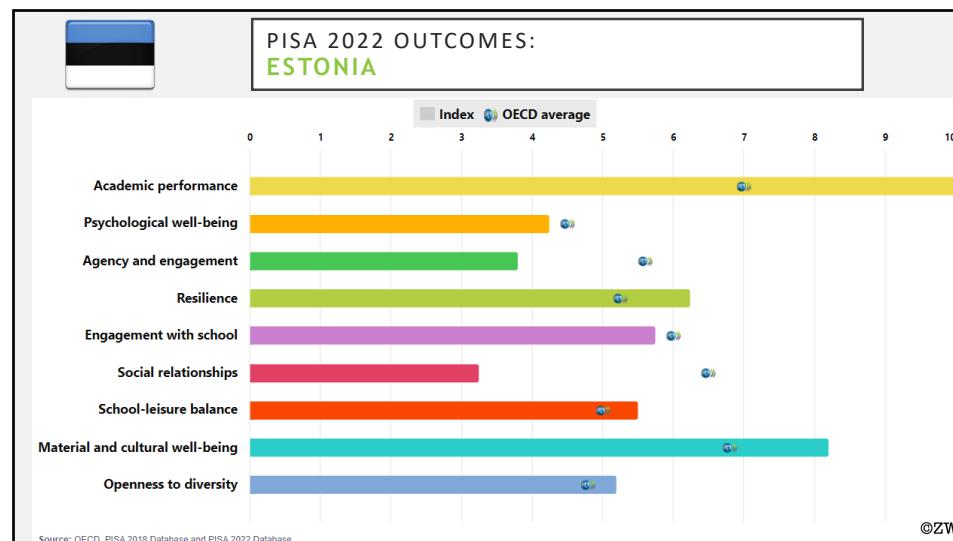
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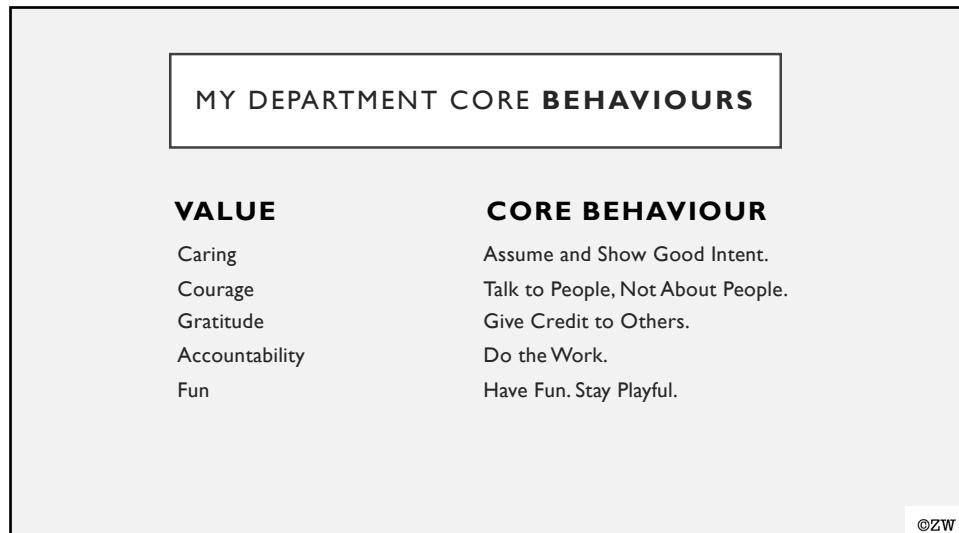
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WHAT BEHAVIOURS ARE YOU
CELEBRATING?

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MY DEPARTMENT CORE BEHAVIOURS

VALUE

Caring
Courage
Gratitude
Accountability
Fun

CORE BEHAVIOUR

Assume and Show Good Intent.
Talk to People, Not About People.
Give Credit to Others.
Do the Work.
Have Fun. Stay Playful.

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WHAT ARE YOUR INSTRUCTIONAL
PILLARS AND SYSTEMS?

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A LEADER'S JOB IS TO FOCUS ON A
HEALTHY ENVIRONMENT, NOT A
HAPPY ONE

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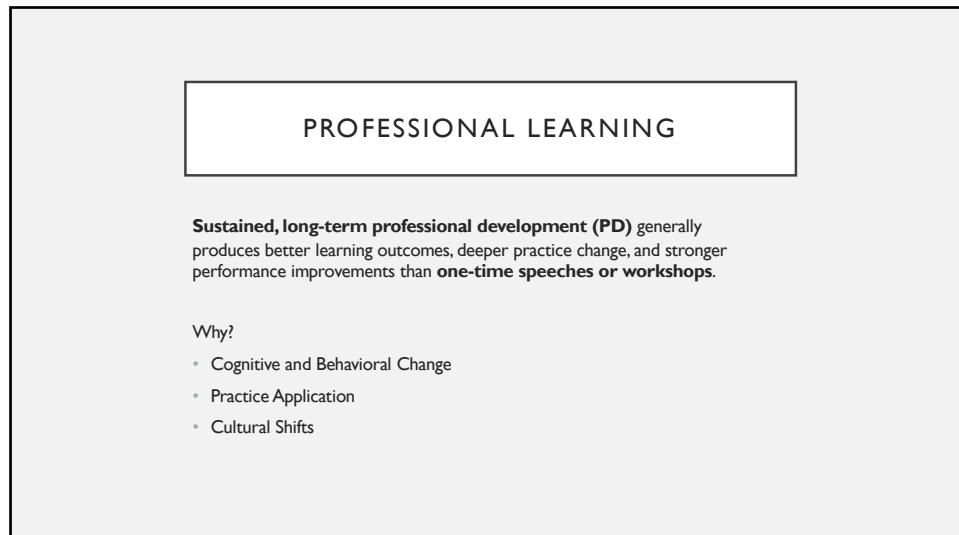
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PRACTICAL SOLUTIONS MATTER IF
IMPLEMENTED WELL

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PROFESSIONAL LEARNING

Sustained, long-term professional development (PD) generally produces better learning outcomes, deeper practice change, and stronger performance improvements than **one-time speeches or workshops**.

Why?

- Cognitive and Behavioral Change
- Practice Application
- Cultural Shifts

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REFERENCES ON PROFESSIONAL DEVELOPMENT

Yoon et al. (Stanford/IES PD study) – effects of sustained PD on student achievement. (edpolicy.stanford.edu)

Blank & de las Alas (CCSSO meta-analysis) – professional development effects in math and science. ([SEDL](http://SEDL.org))

Higher Learning Lab PD review – synthesis across multiple educational contexts. (Higher Learning Lab)

Systematic review of teacher PD and student outcomes – supports long-term, collaborative PD. (ScienceDirect)

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GRISOM, EGALITE AND LINDSAY (2021)

The difference an education leader can make:

- **as much as three-months of learning in mathematics and reading**
- **improved attendance**
- **improved teacher satisfaction and working conditions**
- **reduced teacher turnover**

“Education leaders really matter. Indeed, given not just the magnitude but the scope of leader effects, which are felt across a potentially large student body and faculty in a school, **it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve school leadership.**”

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PRACTICAL SOLUTIONS MATTER
(GURR, 2023)

Leadership ideas are of limited use if they are not reflected in practice (Gurn, 2023).

The best education leaders need to be practical leaders as well as thought leaders.

Theory is important, but effective implementation even more so.

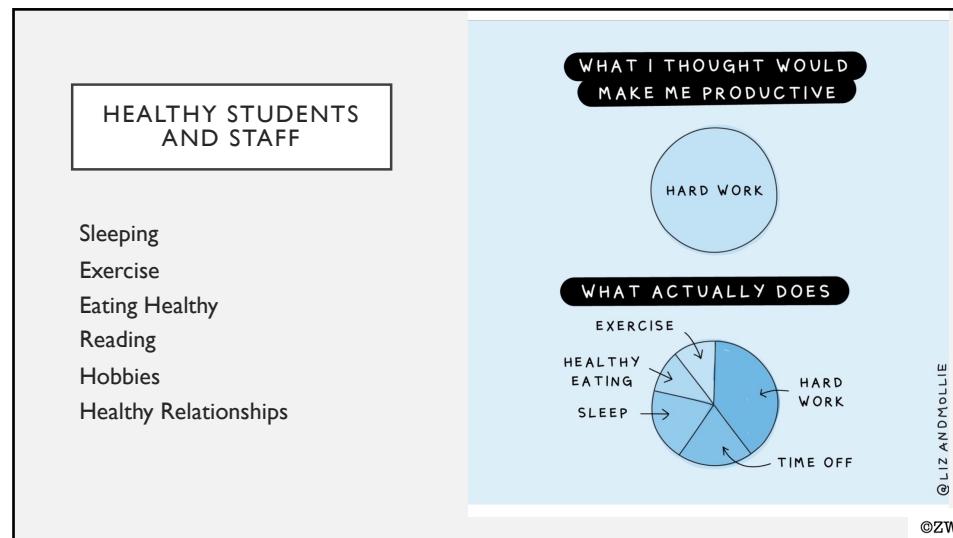
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YOU MATTER

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DON'T FORGET TO HAVE FUN

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**THANK YOU FOR
THE WORK YOU DO.**

PLEASE BE IN TOUCH.

Professor Zachary Walker
www.dr.zacharywalker.com



The Leadership Ecosystem Book



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