

# Home of Positive Education in Maroondah

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# Five conditions for collective impact

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1

## Common Agenda

All participants share a vision for change that includes a common understanding of the problem and a joint approach to solving the problem through agreed-upon actions.

2

## Shared Measurement

All participating organisations agree on the ways success will be measured and reported, with a short list of common indicators identified and used for learning and improvement.

3

## Mutually Reinforcing Activities

A diverse set of stakeholders, typically across sectors, coordinate a set of differentiated activities through a mutually reinforcing plan of action.

4

## Backbone Support

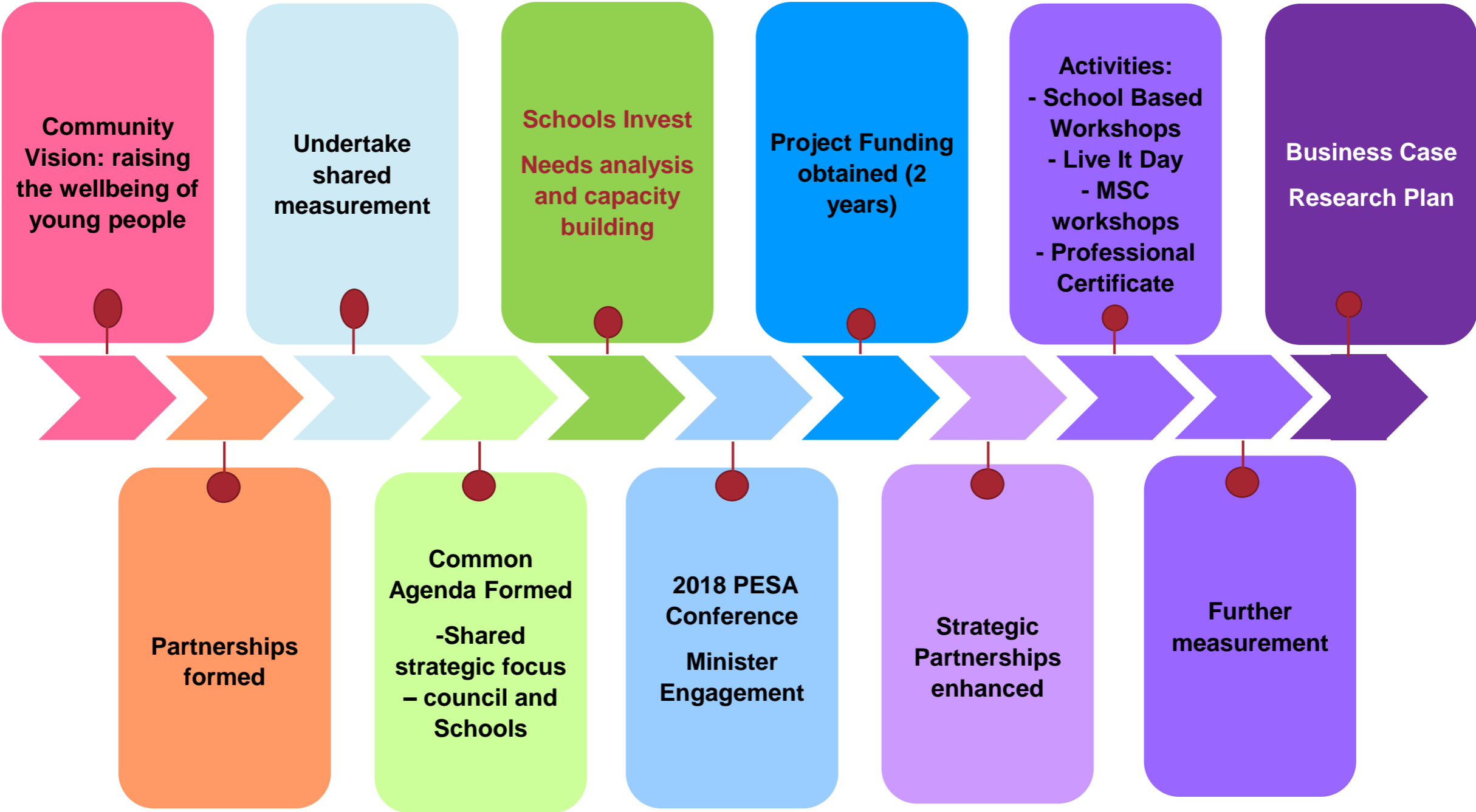
An innovation support function dedicated to the initiative provides ongoing support by guiding the initiative's vision and strategy, supporting aligned activities, establishing shared measurement practices, building public will, advancing policy, and mobilising resources.

5

## Continuous Communication

All players engage in frequent and structured open communication to build trust, assure mutual objectives, and create common motivation.

# Milestones



# Core concepts



## Core wellbeing concepts

Building Wellbeing  
Ref: Geelong Grammar School

Systematic elements of flourishing built upon character strengths

Context for Wellbeing  
Ref: Helen Street

Physical environments, policies & practices, language, norms and attitudes that are congruent with PE

Enabling Wellbeing  
Ref: Berry Street Ed Model

Teachers' ability to identify and support those under traumatic stress who require assistance with body regulation and relationship abilities

## Core viral strategies

Appreciative Inquiry  
Ref: Cooperider & Srivastva

A model that seeks to engage stakeholders in self-determined change

Growth Coaching  
Ref: Campbell

A key ingredient in school improvement and an important way to build teaching and learning capacity, develop leadership capability.

Host Leadership  
Ref: McKergow

A leadership paradigm where the leader 'receives' guests. Elements include: step forward, plan, invite, introduce and provide, but simultaneously act in service - stepping back, encouraging, giving space, joining in.

1

## Common Agenda

All participants share a vision for change that includes a common understanding of the problem and a joint approach to solving the problem through agreed-upon actions.

### Why are we doing this together?

We want to create a HOPE Centre in Maroondah which:

- ensures that *wellbeing is an essential part of the culture of schools*
- occurs *at scale*, at the level of an entire population (100k+), through partnership with community, including non-school learning environments
- contributes to a *societal paradigm shift* whereby schools and communities hold themselves accountable for young people becoming the best versions of themselves
- is *self-sustaining* for the long-term because it builds local capacity and support from a variety of sources

# Principles



“Core beliefs that, when shared, predict successful implementation of a population-scale model of school-based Positive Education”

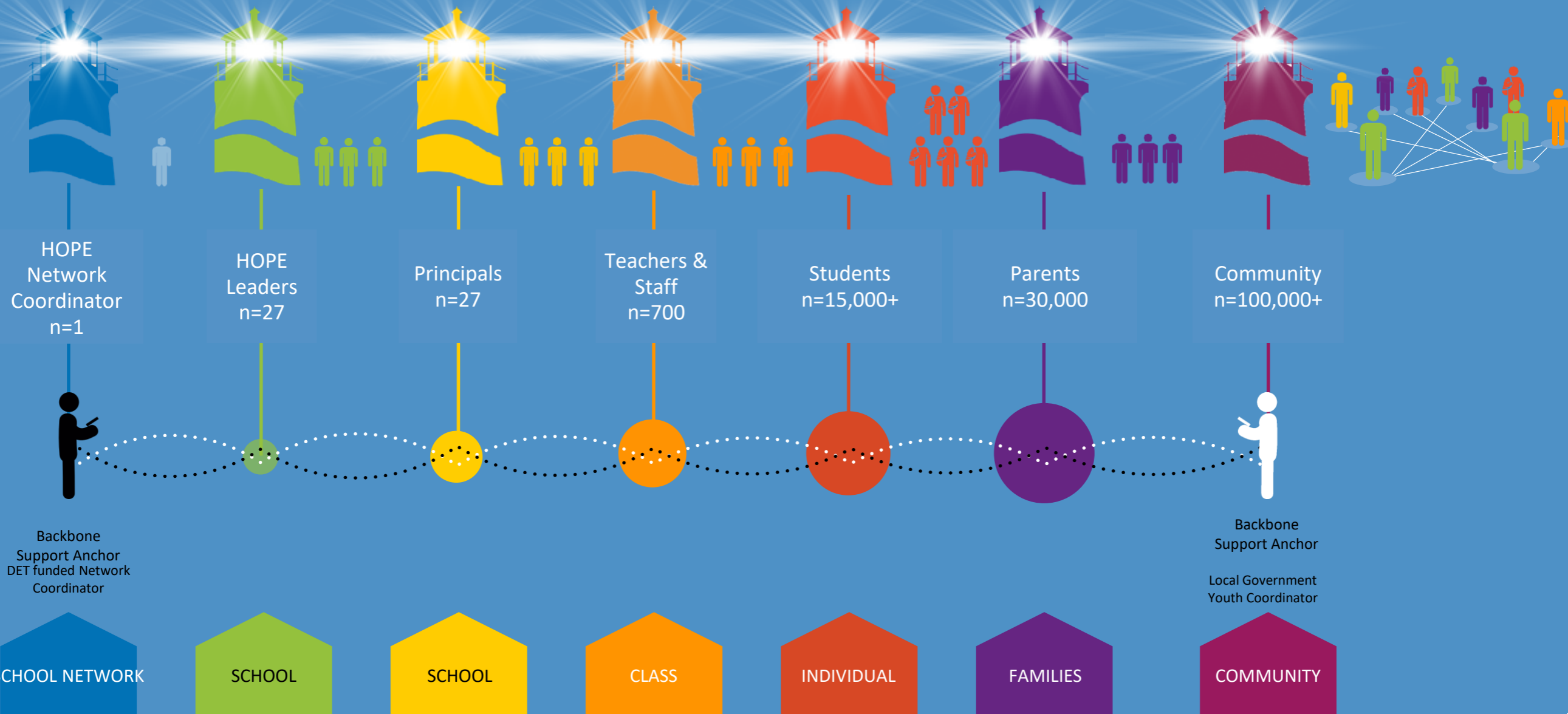
1. **Collaborate and cross-fertilise:** Working together, across discipline boundaries, sharing intellectual property, collectively investing
2. **Non-prescriptive and generative:** Self-organised, autonomous, learning-oriented, comfort with ‘not knowing’
3. **Place- and system-based:** Works with local system and sub-systems at both school and population levels
4. **Strengths-based:** Fits with existing capabilities, interventions, infrastructure, routines & resources



# Viral Spread of Positive Psychology Concepts



HOPE leadership is built on an outwardly radiating 'lighthouse' model of HOST leadership. The premise is a deep and inspiring relationship between leaders and those led. The core task of the Host Leader is to engage people around problems and possibilities.



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**BERRY STREET  
CHILDHOOD  
INSTITUTE**  
Knowledge to Action

