

EUROPEAN SCHOOL HEADS ASSOCIATION  
EUROPÄISCHE SCHULLEITERVEREINIGUNG  
ASSOCIATION EUROPÉENNE DES CHEFS D'ETABLISSEMENT



ESHA is present in  
36 European countries!

1. AUSTRIA
2. BELARUS
3. BELGIUM
4. BULGARIA
5. CYPRUS
6. CZECH REPUBLIC
7. CROATIA
8. DENMARK
9. ESTONIA
10. FINLAND
11. FRANCE
12. FYROM
13. GERMANY
14. GREECE
15. HUNGARY
16. ICELAND
17. IRELAND
18. ISRAEL
19. ITALY
20. LATVIA
21. LITHUANIA
22. LUXEMBOURG
23. MACEDONIA

In 2008  
ESHA unites  
47 members

24. THE NETHERLANDS
25. NORWAY
26. POLAND
27. PORTUGAL
28. ROUMANIA
29. RUSSIA
30. SERBIA
31. SLOVENIA
32. SPAIN
33. SWEDEN
34. SWITZERLAND
35. UKRAINE
36. UNITED KINGDOM



★ **ESHA**, the European School Heads Association, is a professional organization for European School Heads.

★ Members of **ESHA** are national organizations for school heads and deputy school heads within primary and secondary education.

★ Nearly all European countries (both EU and non-EU) are represented within **ESHA** by one or more organizations.

**ESHA** is an international community in which experiences, visions and views between the members are exchanged and in which new ideas are born.

**ESHA** publishes **Vision Papers**  
on important educational issues:

**Vision Paper** on Inclusion (September 2004)

**Vision Paper** on Autonomy (November 2005)

**Vision Paper** on Quality (November 2006)

**Vision Paper** on Working Conditions of  
School Heads (November 2007)

**ESHA** is discussing and developing views within  
the ESHA-membership on innovative  
education and on school  
leadership.



**ESHA** is promoting  
these views on the European level.



**ESHA** organizes a big international conference every two years

1988 Maastricht

1990 Bath

1992 Bonn

1994 Antwerp

1996 Cork

1998 Maastricht

2000 Malmö

2002 Tallinn

2004 Stavanger

2006 Rome



11th **ESHA** conference

Copenhagen 10. - 14. September

**2008**

**“The Conditions of Leadership in Europe”**



★ **ESHA** is acknowledged as a discussion partner of the EU Committee.

★ **ESHA** is represented in working groups in Brussels.

★ **ESHA** has direct contacts with the European Commission.

★ **ESHA** stays in touch with the European Parliament.

**ESHA** is influencing the policy of the European institutions.



Within **ESHA** a special exchange program has been set up.

- ★ For school leaders in and outside Europe
- ★ Colleagues serving as “critical friend”
- ★ On mutual home-stay base

**ESHA** is promoting international exchange and cooperation.



**ESHA** gives special support to Eastern European Colleagues in

- ★ building up new associations
- ★ with new arrangements towards public authorities
- ★ and emphasis on modern management skills

**ESHA** is supporting member organizations on national level.



### European School Leadership Network (ESLN)

- ★ Special on line course
- ★ Discussion on line
- ★ International workshops (face to face) every year

### School Managers Center (SMC)

- ★ Database with articles, conferences and other relevant information
- ★ Exchange of ideas between school leaders all over Europe

**ESHA** actively promotes  
the quality of school leadership.



# ESHA Board...

The **General Board** meets twice a year.

The **General Board** decides upon the yearly budget and the working plan.

The decisions of the **General Board** are prepared and executed by the **Executive Board** (EB).

The **Executive Board** also represents **ESHA** in the various contacts.

*Members of the Executive Board are:*

<b>Dr. Burkhard Mielke</b>	Germany
<i>President</i>	
<b>Antonino Petrolino</b>	Italy
<i>Past President</i>	
<b>Jorma Lempinen</b>	Finland
<i>General Secretary</i>	
<b>Nelly Guet</b>	France
<i>Treasurer</i>	
<b>Chris Harrison</b>	United Kingdom
<i>Member</i>	

## Secretariat

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created by  
**ESHA Webmaster**  
Bernhard Staercke



## ESHA Board 2008/9



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Chris Harrison	United Kingdom
<b><i>President</i></b>	
Dr Burkhard Mielke	Germany
<b><i>Past President</i></b>	
Solveig Dahl	Norway
<b><i>General Secretary</i></b>	
Ton Duif	Netherlands
<b><i>Treasurer</i></b>	
Jorma Lempinen	Finland
<b><i>Member</i></b>	

### **Secretariat**

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## The main topics and themes in our schools in Europe

- **Autonomy**
- **Achievement,**
- **Accountability**
- **Leadership**
- **Mobility**

# Autonomy

**What is our understanding of Autonomy?**

- **School Budgets**
- **Staffing of Schools**
- **Curriculum Development**
- **Accountability**

## True Autonomy

- **be freer from bureaucratic interference and imposition.**
- **be more transparent with school leaders both trusted and challenged in their role.**
- **more consistent in addressing pupil needs.**
- **provide a higher quality of opportunity for all our students.**



## Life Long Learning Key Competences

- **Language competences**
- **Set priorities: start education as early as possible**
- **Further education against drop-out experience**
- **The European dimension**
- **To learn to become a European**



The future as Europeans

To win the future as Europeans we need :

Truth, Trust, Tradition and Time.



# ESLN European School Leadership Network

- **Module 1: The Moral Dimensions of Educational Leadership**
- **Module 2: Professional Development from a European Perspective**
- **Module 3: The Leadership of Change in an Emerging Europe**

## **La direcció professional”**

- **school heads need a systematic and professional formation**
- **New school heads have to be trained for this profession before they apply**
- **certain aspects of leadership training are essentials in Europe**



## Core Competences for school leadership training

- Leadership
- Organization
- Leading the Change
- Personnel Management
- Quality Management



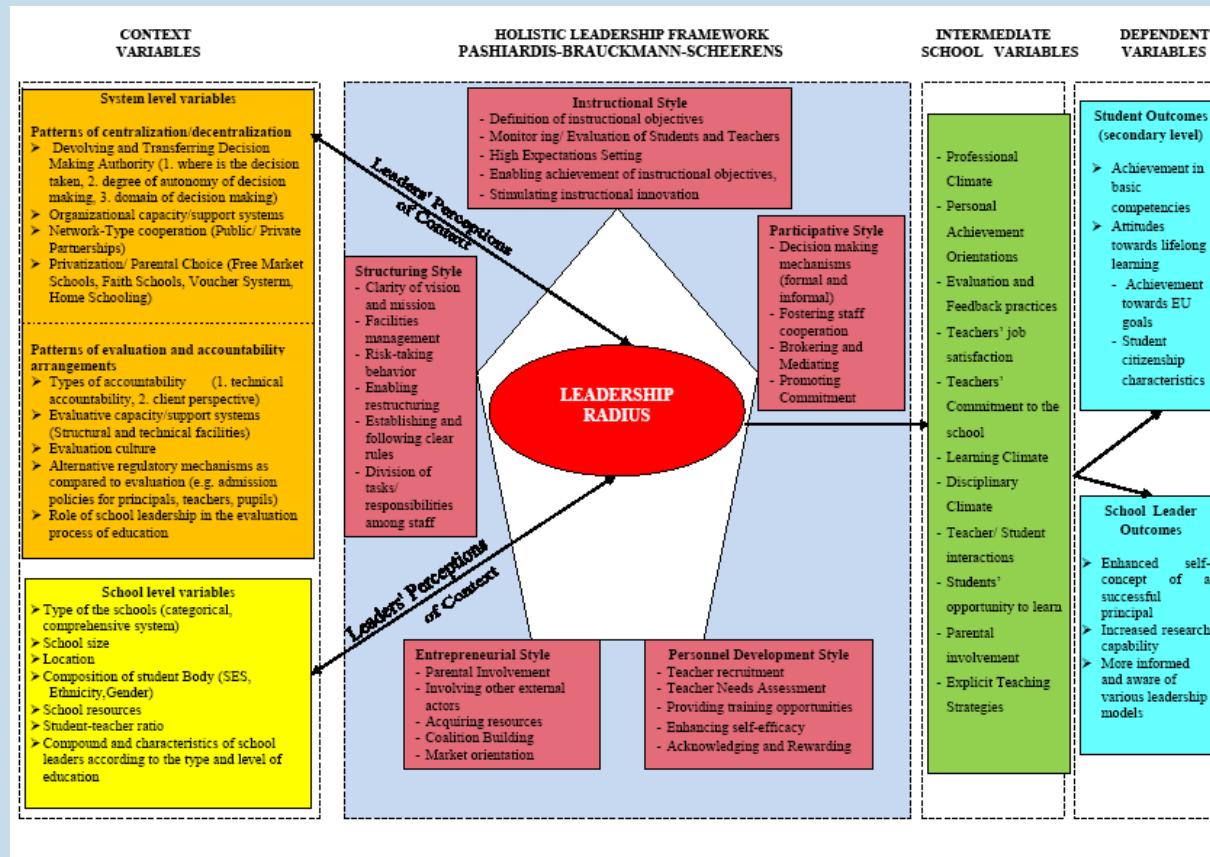
- ESHA is Partner in the new European Project : LISA

Leadership Improvement for Student Achievement

The purpose of the study is to explore how school leadership, directly or indirectly, affects student achievement



## LISA Project: Holistic Leadership Framework



- ESHA 2008 Palma

Dr. Burkhard Mielke