

# Person Specification

Conifer Grove School seeks a dynamic, inspirational principal who is a strong, confident educational leader capable of bringing our vision for the school to life.

This person will be able to carry out all of the roles and responsibilities of a principal in accordance with the Professional Standards of a Primary Principal. This includes the Dimensions of Culture, Pedagogy, Systems, and Partnerships and Networks, which include competency in matters relating to personnel, finance, property, assets, and legislation. Naturally, the new principal will have excellent organisation skills.

## Personality and Character

The new principal of Conifer Grove School will be a person who:

- can maintain and further develop a strong school culture that is inclusive of all involved with the school, supporting all of their endeavours to achieve the best for our children. They must have high personal integrity with strong values that ensure a consistent approach when dealing with stakeholders.
- is energetic, holds high expectations for our children and will see all learning endeavours of value happening in the school through to their successful conclusion.
- displays outstanding leadership qualities and is well versed in what good educational leadership looks like. They can describe it with reference to modern research and practice it naturally.
- will be personable, warm and friendly with a good sense of humour, a genuine sense of empathy and caring where needed - whether to students, families or staff. This person will set high expectations for student achievement and will set a clear direction for staff and students to achieve their goals.
- exercises good judgement and tact in dealing with any concerns, issues or complaints from any part of the school community.
- will be innovative, showing flexibility and the ability to see things from many perspectives. They can identify potential challenges or conflicts, and be pro-active in developing and implementing solutions.
- is pragmatic and energetic, making decisions based on the evidence available and then ensuring they are followed through.
- can bring Conifer Grove School's vision to 'life' strategically, managing the pace of change in a sustainable manner.

## **Teaching Experience**

The new principal of Conifer Grove School will:

- be an exceptional teaching practitioner who shows passion, expertise and pride in their work. This person should be able to clearly describe their philosophy and pedagogy that has made them successful. They should be able to describe the influence research has made in their success.
- be an exceptional professional with high expectations for academic excellence.
- have a thorough understanding of the new curriculum and of National Standards in order to lead the school's on-going curriculum development and delivery. Will value the programmes developed by teachers over recent years and the expertise of staff members whose time and energies have gone into creating these.
- be, in the best sense of the term, a "lifelong learner" and be able to support this quality with hard facts such as personal research, professional reading or postgraduate study. The new principal will be committed to professional development for all members of the teaching team as well as their own.
- establish high expectations and values for our students and have effective knowledge, strategies and skills to support students become socially competent, capable and confident members of society.

## **Features and Values**

The school has a number of features it values and wishes to continue. These include:

- a close working relationship with RTLBs
- a commitment to supporting ESOL students through intensive learning programmes.
- additional Literacy and Numeracy learning support programmes, including extension programmes
- Positive Behaviour for Learning (PB4L) programme in its 4th year
- Music and cultural extra-curricular groups – choir, music groups, Pacific dance.
- Te Ara Hou - our Kapa Haka group based within the school, incorporating strong community engagement.
- Specialist teachers in Music, Food Technology and Digital Technology
- An onsite third party service provider that complement the school offering Before and After School Care.

## Management Experience

The new principal of Conifer Grove School will:

- engage positively with the Board of Trustees. They will be the Board's primary expert on pedagogy and education systems.
- be able to effectively have a thorough understanding of the new curriculum and of National Standards in order to lead the school's on-going curriculum development and delivery. Will value the programmes developed by teachers over recent years and the expertise of staff members whose time and energies have gone into creating these.
- be, in the best sense of the term, a "lifelong learner" and be able to support this quality with hard facts such as personal research, professional reading or postgraduate study. The new principal will be committed to professional development for all members of the teaching team as well as their own.
- establish high expectations and values for our students and have effective knowledge, strategies and skills to support students become socially competent, capable and confident members of society manage the school's resources, including finance and property, to achieve the school's annual and strategic objectives.
- have a deep understanding of the Ministry of Education's funding mechanisms and able to ensure the school maximises its entitlements under the various schemes. This includes ORS, RTLB support and Ministry schemes to support IT.
- have a passion for integrating ICT into aspects of students' learning where it can enable educational achievement.

## Relationships

The new principal of Conifer Grove School will:

- have an effective, inclusive leadership style that empowers staff and promotes growth. The new principal will develop trust with staff through getting to know them as individuals – acknowledging and building on their strengths and supporting them in identifying areas for growth and development. As these aspects develop the principal would be willing to mentor staff seeking such guidance. This person will also notice and value peoples' contributions.
- be a regular visitor to classrooms, is aware of the learning that is occurring and be inspirational in developing new and innovative teaching practices across the syndicates.
- Be an enthusiastic and active participant in student activities in and out of school.

- be supportive of bi-culturalism and multi-culturalism ensuring all students of the school are able to succeed to the best of their ability. Our current makeup of ethnicities is: New Zealand European/Pākehā - 33%; Asian - 22%; Māori - 23%; Pacific Island - 18%; and MELAA – 4%. A working knowledge of the Treaty of Waitangi in relation to education and schools would be expected of our new principal.
- have a community orientation that encourages parental involvement with their children's education. This will include acting as an advocate for the school in the community.

## **Benefits for our new principal**

The new principal of Conifer Grove School will enjoy:

- working with an extremely supportive Board of Trustees, a collegial leadership team, and a very capable, enthusiastic teaching staff.
- the pleasure of inspiring and leading learning for students who are self-motivated and strive to succeed
- a vibrant learning environment that offers a variety of experiences and challenges for our students.
- the benefits of generous professional development, including attendance at conferences.
- an attractive physical school environment and a rich source of learning resources.
- membership of a strong cluster of schools, with an active principal's group and networked learning community.
- the support of small but active PTA.