

Glenavon Primary School. Staff Responses. 26/02/19

1. **Describe your ideal Principal's personality.**
Friendly, approachable, kind, inspiring, open minded, be a future thinker, professional, collaborative. Be empowering and encouraging.
Doesn't sweat the small stuff. Be child centred caring and friendly. Have a sense of humour. Be firm but fair. Creative and passionate. Be culturally responsive.
2. **Describe the values a Principal should have.**
Ethical, empathetic, honesty, kind, interested in growing others, compassionate. Be supportive and trustworthy. To value and acknowledge the change that has been made to date. To be transparent.
3. **Describe the leadership qualities a Principal should have.**
Calm under pressure, always considerate and consistent, treats individuals with respect, believes in the team, excellent at listening, always transparent, is future focussed. Feedback/feedforward presence in the classroom. Approachable, led by example.
4. **What sort of expectations should a Principal have in relation to the school staff?** Treat teachers as professionals, do what is right for our children, supportive in terms of work-life balance, acknowledge staff when they do things well, trust staff as professionals. Expected professionalism across all staff members. Understanding of personal situations of staff. To be firm but fair. Expectation that staff will interact positively and maintain school culture.
5. **What sort of expectations should a Principal have in relation to the students of the school?**
Have an agreed understanding of behavioural expectations of children, have high expectations for learning, be approachable, have high achievable expectations for student behaviour, help students achieve their goals.
6. **Describe how you think your new Principal should manage change in your school.**
In consultation with staff/BOT and Whanau, slowly, have respect for the change that has happened. Have all staff informed and on the same journey, understand the climate of the school, be collaborative. Talk and listen to staff wants and needs. Be school smart. At a manageable /realistic pace. Be open minded. Make it small and incremental.
7. **Describe what should be included in your new Principal's educational philosophy.**
The importance of relationships, collaborative, to be inclusive, innovative, values staff strengths, have realistic vision, fun place to work, be culturally responsive, have high expectations. Know the Treaty of Waitangi. Have a wide pedagogical knowledge. Know authentic learning well.
8. **In what ways would you like to see your new Principal connecting with you?**
Have a sense of humour, understand work/life balance. Be genuinely interested in you, to be able to help you grow as a professional, to have honesty and integrity and be trusted. Have an interest in us, as a whole person. Handle stress professionally. Be non -confronting.
9. **What are the qualities and areas of expertise that you want in a very professional Principal?**
Participative leadership, consultation at all levels, have respect for others, have a vision in line with the community, valuing our bi-cultural context and knowledge of tikanga, be an innovative thinker, someone who can support the staff through change in a positive way.
Have a knowledge of all school levels.
10. **How do you think your new Principal should be "visible" in the playground, around the school and in the local community?**
Know students individually, be present and available at school and community events, meet and greet before and after school, class walk -throughs on a regular basis. When walking around at lunchtimes, be out playing games. Students should have the opportunity to see the Principal in a positive light. Reach out to have a positive rapport with community. Hope to be a prominent figure in the community.