



**SUPPORT STAFF CONSULTATION**  
**29 August 2017**

**Personal qualities and values of the new Principal:**

- Open mind-set, friendly yet professional
- Approachable and down-to-earth, with a good sense of humour
- Must value caring, honesty, pride in everything and be a role model to the team and to students
- Must value loyalty and have integrity

**Leadership qualities of the new Principal:**

- Have mana
- Personal worth
- Recognise staff qualities and expertise and utilising these
- Open-minded
- A team player
- Have transparency
- A good organiser and be methodical – can develop and follow good systems
- Have strength
- Work in a deliberate manner
- Be fair and honest in all his/her dealings
- Ability to inspire others with a passion for education
- Knowledgeable and also practical
- Should be able to go into a classroom and teach
- Is a learner and values life-long learning

**What expectations should the new Principal have of staff?**

- None that they wouldn't place on themselves

- Would expect staff to be professional and be learners
- Would expect courtesies such as punctuality
- That everyone is equal

**What expectations should the new Principal have of students?**

- That they have a positive attitude towards all aspects of school life
- That they wear their uniform well, and with pride and mana
- That they should be friendly, smiling, caring and seeing themselves as learners

**How should the new Principal manage change?**

- Slowly and carefully with consultation, communication and transparency
- Allow all staff to have a say so they feel their opinions and views matter
- Methodical approach with explanations and the bigger picture explained

**What should the new Principal's educational philosophy be?**

- There's no "I" in "team"
- Education for the future
- Important parts include life skills including social interactions and problem solving
- A balanced education catering for individual needs and strengths

**How should the new Principal connect with support staff:**

- Recognising each person's position on the staff and acknowledging their particular skills
- Getting feedback with constructive observations
- Receiving informative emails
- Encouraging leadership opportunities

**How visible should the Principal be?**

- Visibility for the right reasons is important - promote the school not the person
- Being at school events including sports – weekends, too?
- Being in the playground with the children
- Interacting with parents, whanau and encouraging participation in whanau events

**What areas of expertise should the new Principal have?**

- Good knowledge of the curriculum [classroom experience is vital]
- Understand assessment – good pace of curriculum development
- Good administrative and whole school organisational skills
- Good communication skills
- Ability to create an environment of inclusiveness for all
- Ability to own the difficult decisions and also make them
- Being a good team player and leader
- Having good professional dress and appearance
- Professional communications - all communications have the quality of clarity
- Following Ministry initiatives and thus having a finger on the pulse