



TEACHER CONSULTATION
29 August 2017

Personality qualities of the new Principal:

- Professional but also personable, honest and balanced with an even temperament
- Approachable – with an open door policy
- Positive, with the ability to keep confidences
- Fair and consistent in all matters
- Strong leader who is kind and caring for everyone
- Should have empathy and compassion for those who need it
- Must not have “favourites”
- A good listener
- Understands what good quality leadership looks like
- Must be supportive of everyone – learners, staff and community
- Trustworthy and have integrity
- Loyalty to the school and everyone involved with it is essential

Leadership qualities and values:

- Must have a clear sense of vision and be inspiring
- Should be able to demonstrate wisdom
- Diplomatic
- Accountable
- Ambitious (is not a bad thing to be)
- Essential that they know the NZ curriculum in depth as well as understanding the needs of 21st century learners
- Curriculum knowledge must be broad and deep across many levels and areas – is, after all, the school’s curriculum leader

- Must have the desire to keep up to date with curriculum matters
- Communications must be of a high standard and have clarity
- Must be able to set up effective systems for all aspects of school life
- Must share and encourage people
- Must make everyone feel safe and valued

What expectations should the new Principal have:

Of school staff:

- Setting high standards
- To be very professional
- To work as a unified team towards common goals
- To be good communicators
- For everyone to be loyal and supportive of their colleagues
- To be “life long learners” and to continually extend their professional knowledge
- To have a good “work-life balance”

Of students:

- To promote school values and to follow the school rules, ethos and expectations of needed behaviour
- To be active learners and set high standards for themselves – take ownership for their own learning

How should the new Principal manage change?

- In a timely manner with full information and in a collaborative manner involving all who would be affected by the change and so taking us with him/her
- Change should be justifiable backed by reason, planned methodically and followed through by communication that has clarity
- Change should be evaluated in terms of effect
- Reflection is important during the process

What should the new Principal's educational philosophy be?

- Must be child-centred
- Future-focused, creating self-aware learners
- In tune with current educational research
- Holistic, involving the whole child and with a growth mind-set
- The teacher-parent connection must be created and built on – having a connected community
- Innovation should be an integral part of the philosophy
- The staff must all work together to promote children's learning
- The people working with children on their learning must be valued and the learning environment should be harmonious

How should the new Principal connect with staff?

- Being at school and very visible in classes and grounds
- Having a positive friendly manner ensuring the entire staff is kept well informed
- An open door policy that enables professional discussions to take place one-to-one
- Being involved with the tamariki in our classes

How visible should the new Principal be?

The Principal should be seen:

- At school and community events
- Every day [apart from school business that takes them to meetings etc.]
- Be available before and after school to parents
- Participating in playground activities at lunchtime
- Always being a good role model for the staff

Consulting with parents in many ways:

- Via social media, school facebook page and blogs
- Via newsletters

Qualities and expertise desired in a new Principal:

- Must have expertise in leadership and all things education
- Having in-depth knowledge of our curriculum
- Good approach to change management
- Able to handle pressure and to keep calm during emergencies or crises
- Be up with the play with e-learning and technology
- To be honest and admit to making mistakes
- Be able to develop systems
- Committed to staff professional development and to mentor people
- Well informed on positive behaviour management [e.g. Incredible Years]

“We want a LEADER – not just a manager”