

PRINCIPAL IDENTIFICATION AND SUPPORT IN NEW ZEALAND

Peter Gall



PRINCIPAL
Papatoetoe High School



PRESIDENT
SPANZ
SECONDARY PRINCIPALS' ASSOCIATION OF NEW ZEALAND INC.

Governance of NZ Schools

Decentralised:

- Self-managing schools

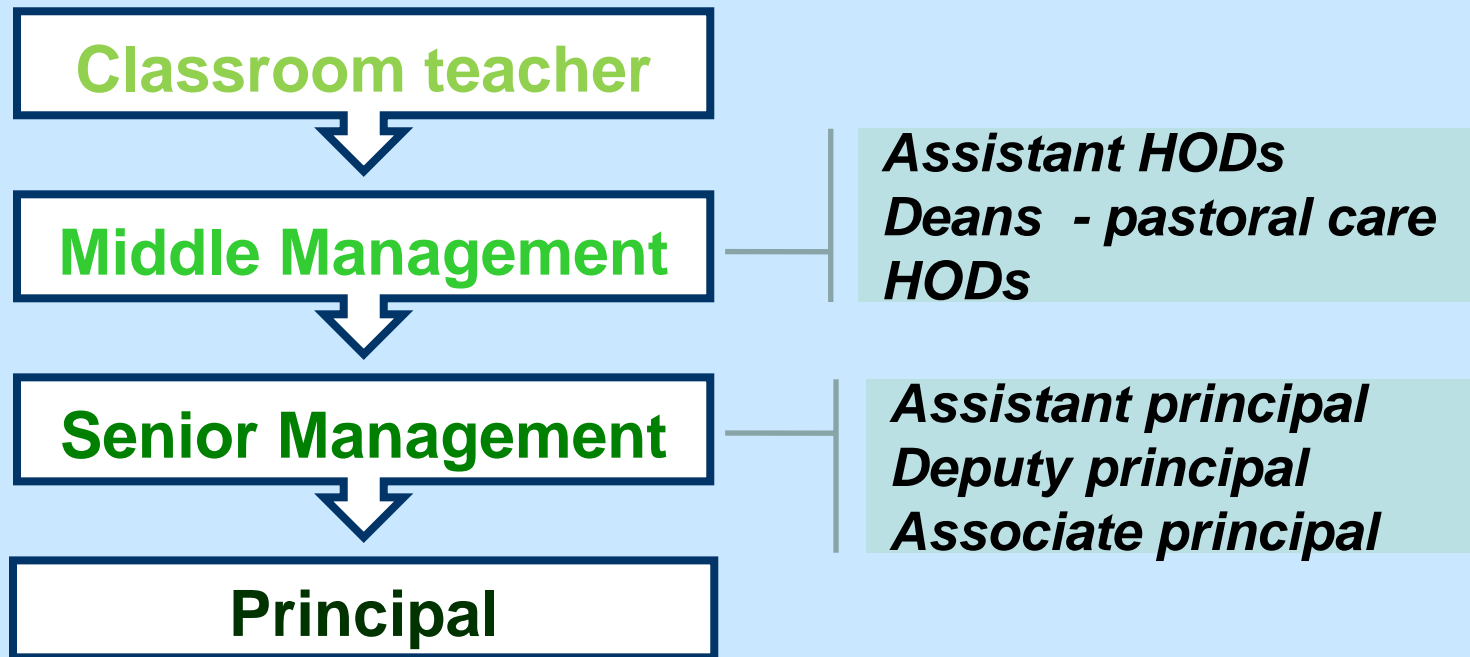
Boards of Trustees:

- Parent, staff and student representatives, and Principal.
- Ministry of Education requirements.
- Education Review Office audit.
- Principal appraisal and performance management.
- Appoint principal if vacancy arises.

System Support

- ❖ **KLP – Kiwi Leadership for Principals.**
- ❖ **Professional Leadership Strategy**
 - First time principals
 - Aspiring principals
 - Middle school leaders
 - Experienced principals

Pathway to Principalship



- Board of Trustees involvement from middle management appointments and above.
- Use of consultants for senior management and principals.

Qualifications

No NZ principal qualification/examination.

However, most successful candidates for senior positions have completed post-graduate studies in educational leadership/management.

- Diploma
- Masters degree

Identification of Future Principals

➤ SYSTEM APPROACH

- *Middle School Leaders plan*
- *Aspiring Principals plan*

Contracts let to tertiary providers, eg, University of Auckland Centre for Educational Leadership.

➤ SCHOOL APPROACH (optional)

- *Mentoring programme*
- *PD opportunities*

➤ INDIVIDUAL

- *Post graduate study*

Support for Principals:

SYSTEM APPROACH

- First Time Principals plan
- Experienced Principals plan
- “BES – School Leadership and Student Outcome” , Prof Viviane Robinson.
- Sabbatical.

PROFESSIONAL ASSOCIATIONS, eg SPANZ

- Annual conference
- Journals
- Legal Support

Support for Principals:

BOARD OF TRUSTEES

- Performance management.
- Professional development.

PRINCIPALS

- Networks