



Birkdale Primary School

Staff Consultation

1. Describe the personality of your ideal principal.

Key words: Charismatic, patient warm, friendly, approachable, kind, inspiring, open minded. A good listener.

Must be: child centred caring and friendly with a sense of humour. Creative and passionate. Be culturally responsive. Must enjoys positive relationships. Be the “first among equals”. Have high expectations of self and stakeholders.

2. Describe the leadership qualities and values a principal should have.

Leadership qualities: Must come from a senior leadership position in the primary sector and be collaborative, honest and transparent with staff. Should empower, encourage and trust staff. Should have strength in many respects and be adaptable. Needs to be calm under pressure; always considerate and consistent; treats individuals with respect; believes in the team; excellent at listening; always transparent and is future focussed. Leads by example. Has a feedback/feedforward presence in the classroom. Embraces the school’s unique character.

Knowledgeable about the NZC and about good pedagogies. Participates in PD with the staff. Expertise in leadership practices. Be organised with the ability to communicate well and with clarity. Have a pro-active leadership style. Able to have those “hard conversations” and make the difficult decisions. Firm and fair. Good sense of time management. IT capability essential. Able to deal with conflict between all stakeholders.

Values: Ethical, empathetic, honesty, kind, interested in growing others, compassionate. Be approachable, supportive and trustworthy. To value and acknowledge the change that has been made to date. To be transparent. Culturally sensitive. Passionate about the school and its young learners. Have good morals and act at all times in an ethical manner. Cares for staff well-being and knows how to manage this.

3. What aspects of “professionalism” and/ or expertise should your new principal possess?

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. Must be a reflective professional.

4. Describe how you think a new principal should manage [inevitable] change in your school.

Mana orite (equal rights). Get to know the school first before considering making changes! Do have respect for the school's journey to date and understand the total environment of the school and its community. Know staff strengths and aspirations before making change. After gathering the voices of stakeholders make changes slowly and steadily.

When making changes do be collaborative with those implementing the changes especially with staff, school board and whanau. Use ongoing reflections and welcome feedback. Have all staff fully informed and on the same new journey. Communicate with clarity.

5. In what ways would you like to see your new principal connecting with you and being 'visible'.

Have a sense of humour and an understanding and belief in 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 trustworthy. Have an interest in individual staff members as a whole person. Handle stress professionally. Be non-confrontational – handle issues diplomatically and with respect.

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. Should aspire to be a prominent figure in the community.

6 Biculturalism, multiculturalism, te Reo and Tikanga aspects.

Considerate of tikanga Maori and Te Reo Maori. Knowledgeable of both TMOA and NZC as separate entities. Open to listening to teacher voice especially the Maori narrative. Value taupata whenua and Te Tiriti. Ahuatanga – all aspects of Maoridom.