



Principals' Professional Development NZPF – Position Paper

The New Zealand Principals' Executive is committed to supporting New Zealand Principals'. Principal leadership provides influence on a whole range of factors that impact on learning. Effective Principals' set high standards of performance and accountability establish a culture for professional learning by teachers, promote school wide action to improve results and establish sound community relationships.

NZPF concurs with the Ministry of Education statements about Principal leadership:

- effective Principals' set high standards to achieve excellence and on-going improvement;
- effective Principals' achieve results by encouraging organizational –wide action;
- effective Principals' establish sound community relationships by working to understand different cultural perspectives and interests of others;
- and, effective Principals' "know themselves" and manage their own behaviour in dealing with a range of challenging and sometimes stressful situations.

NZPF supports the initiatives announced in the 2001 Budget designed to assist building principal capability.

- National Induction Course for newly appointed first time principals
- Provision of laptops for all principals
- Electronic Network for all principals
- Increased opportunities to collaborate and share good practice on line

NZPF seeks an ongoing relationship with the Ministry of Education Reference Group currently reviewing and analysing feedback on Principal Development Centres.

Development Centres are intended to assist principals to develop an individualised, medium term professional plan. The Centres are designed to provide principals' with a framework for analysing their current knowledge and skills and possible next steps in-terms of improving both their effectiveness in their current school and on-going career development. The Centres will provide advice on the professional development options' that are likely to be appropriate to address each principal's particular priorities. Feedback and advice to principals participating in Development Centres will be provided by experienced principals who have been specifically trained for this role. A framework of knowledge and skills and the methodologies principals use to analyse their professional development has been trialled.

NZPF seeks MOE dialogue to include the following initiatives

- Increased emphasis on reflective models that emphasize leadership as opposed to management theories
- Increased opportunities for Principals to increase their pedagogical knowledge
- Secondment opportunities for experienced Principals eg: Development Centres, Education Review Office, Ministry of Education, GSE, NZPF Presidency, School Support Services
- Sabbatical opportunities for Principals at regular stages during their careers
- Reflective practice opportunities for Principals
- Clear pathways to encourage Principal ship
- Increased funding to support NZPLC and PPLC
- Increased support for rural Principals
- Increased professional support for Principals to manage the complexity of relationships that they deal with on a daily basis
- Analysis of student achievement data.