



NewsFirst | 09

THE FIRST-TIME PRINCIPALS PROGRAMME

He Hōtaka mō ngā Tumuaiki hou

MAY 2009

KIA ORA TATOU

Greetings to all first-time principals in the 2009 cohort of the First-time Principals Programme. We trust term 2 is progressing smoothly for you. We would now like to keep you informed about the following matters:



RESIDENTIAL ONE

American writer Ralph Waldo Emerson often began conversations with acquaintances he had not seen for some time by posing the question, 'What has become clear to you since we last met?'

So, after your recent residential course experience you might like to pose this question to yourself and decide how your thinking on significant issues may have changed and what actions you might subsequently take?

Some questions you might consider:

- * Are the notes and resources I made organised in such a way that they will continue to be used?
- * What were the major priorities that emerged for me? How do they align with current programmes in the school?

* Have I followed up promises made to colleagues at the course [for example, a resource]?

* What things will I now stop doing, what will I continue to do and what are the new things that I might now attempt to do as a result of my new learning?

* What use can I make of the presentations from the residential that are being progressively added to the website? Who else might be interested in these?



Thank you for your enthusiastic and professional participation at Residential One. Having read all of the evaluations we now know in which ways you found the residential course stimulating and helpful. These evaluations will impact on the design of residential course two in October. We will soon be contacting the FTP 09 Advisory Group members to gain their feedback about the October programme.

Thank you also to those principals who shared their ideas about the challenges of leading learning with ICT. These qualitative comments have clarified our thinking about how best to meet FTP needs in this area.



ADVISORY GROUP

At Residential One the following principals were elected as your representatives. We appreciate their willingness to accept this role and congratulate them:

Smallest Primary Schools
Margie Sutherland, Uruti School

Smaller Primary Schools
Trina Eastwood, St Marys School
Kaikorai

Small Primary Schools
Sharon McMillan, Kaipaki School

Medium Primary Schools
Chris George, Nelson Christian
Academy

**Large Primary & Intermediate
Schools**
Nigel Frater, Plateau School

Secondary & Area Schools
Dick Edmundson, Hornby High School

Maori Medium
Marion Wharehinga, Te Kura
Kaupapa Maori o Waipiro

RESIDENTIAL TWO

Please check that you have pencilled into your diary the dates of the second residential course:

Wednesday 1st October–
Thursday 2nd October, Centra Auckland Airport Hotel (2 days).
The theme for the next residential is ‘Consolidating your Leadership’. We will advise you in the July NewsFirst when you should make your travel and accommodation bookings.

ONLINE MODULES

Two modules are currently available. Module one is by Gary Pearce on ‘Planning and reporting’

and Module two is by Grahame Aitken on ‘Teaching Effectiveness’. Both these resources can be accessed either through the FTP page on ‘Educational Leaders’ or via the FTTP website

<http://www.firstprincipals.ac.nz/learning.htm>

A third module, ‘Tackling tough Issues’ will be released at residential course two in October.

SKYPE

Those of you who wish to practise Skype you can try by adding John Locke to your contacts
john.locke77

Guidelines for loading and using SKYPE are attached.

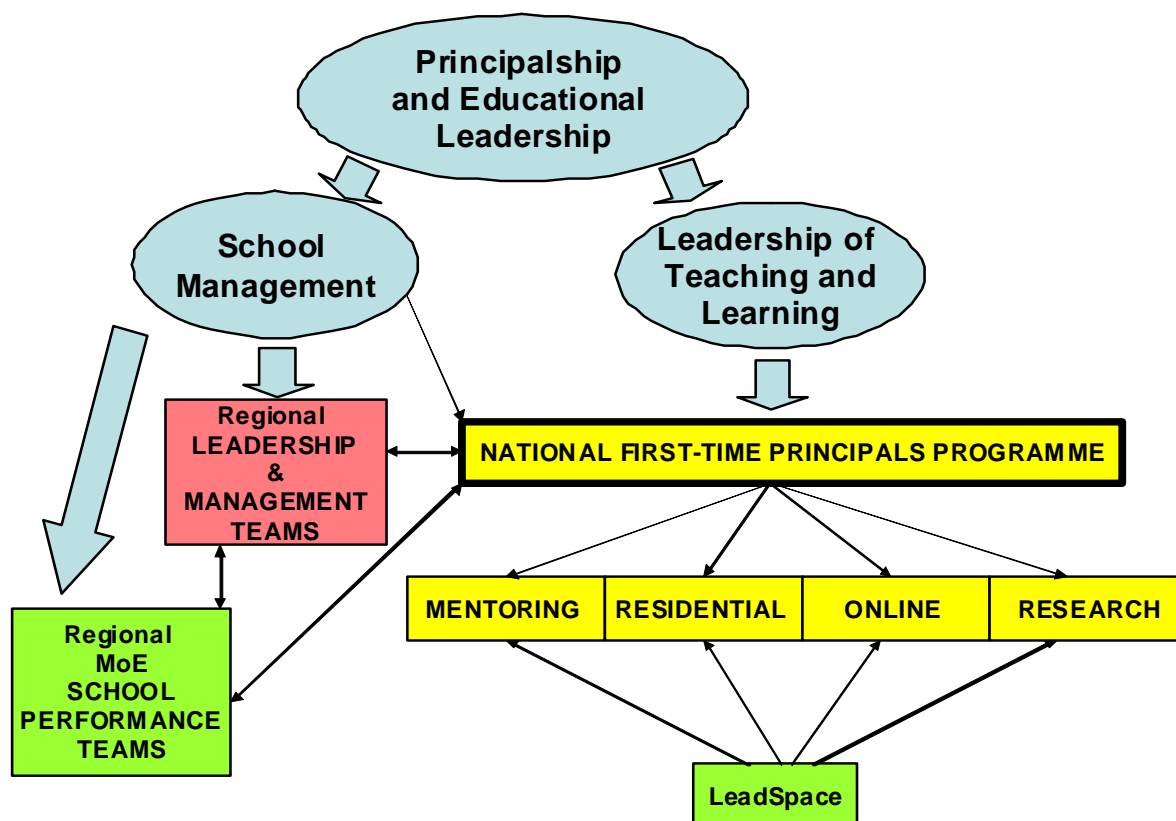
FIRST-TIME PRINCIPALS INDUCTION NETWORK

Different agencies have specific responsibilities to assist the professional development of first-time principals.

The diagram below may help you to understand how this support is aligned.

Leadership and Management Teams located in Universities and **Regional Ministry of Education School Performance Teams** deliver a regionally based curriculum that is based around School Management.

The First-time Principals Programme has a National responsibility to focus on the Leadership of Teaching and Learning. Obviously the boundary between Management and Leadership is blurred; however the diagram does indicate areas of primary responsibility.



NATIONAL CERTIFICATE FOR FIRST-TIME PRINCIPALS PROGRAMME COMPLETION

During your participation in the First-time Principals Programme you have been encouraged to complete all of the main components to be eligible to receive the new National Certificate for First-time Principals Programme Completion.

To be eligible to receive the Certificate, a first-time principal will:

- Completion of SALTALs 1, 2 and 3
- Completion of Residential Courses One and Two (full duration)
- Completion of the evaluation questionnaire, for Residential Courses One and Two.
- Completion of the mentoring programme activities
 - ✓ School-based visit 1
 - ✓ PLG 1
 - ✓ PLG 2
 - ✓ PLG 3
 - ✓ School-based visit 2
- A documented Professional Learning Plan (PLP)
- Completion of a portfolio demonstrating your progress in implementing your PLP goals, as confirmed by your mentor
- Viewing either of the online modules
 - Planning and Reporting
 - Teaching Effectiveness

RESOURCES ON THE WEB

The following digital resources from 2009 residential course 1 are available on the FTTP website www.firstprincipals.ac.nz the pathway to the resources is:

Programme/ programme resources/2009 cohort/ residential course resources

The Keynote and plenary presentations include an audio podcast in addition to PowerPoints. You may like to try multitasking by listening to the audio podcast on your desktop at work or on your ipod when driving to work!

Keynote Presentations

Rt Hon Anne Tolley [Audio Podcast](#)

Apryll Parata - Creating Cultural Connections [Presentation \(pdf\)](#) [Audio Podcast](#)



Mark Treadwell – Whatever [Presentation \(pdf\)](#) [Audio Podcast](#)

John Edwards - The Principal as the Leading Learner [Presentation \(pdf\)](#) [Audio Podcast](#)

Plenary Session Presentations

Dr Graham Stoop and Carol Mutch - 'What Works' and Making it Work for you [Presentation \(pdf\)](#) [Audio Podcast](#)

Lester Flockton - The Revised New Zealand Curriculum: Directions, Connections and Conundrums [Audio Podcast](#)

Option Session/Case Study Presentations

Carolyn Stuart - Leading ICT Developments in ways that Enhance Teaching and Learning [Presentation \(ppt\)](#)



Christine Rubie-Davies - Expecting More and Delivering More: How can Teachers Enhance Student Performance? [Presentation \(ppt\)](#)

Susan Impey - Implementing the Key Competencies at Alfriston College [Presentation \(ppt\)](#)

Peter Verstappen - How to Implement the New Zealand Curriculum: Practice and Pitfalls [Presentation \(ppt\)](#)

Elaine Hines - Effective Governance and Management: The What, Why and How Explained [Presentation \(ppt\)](#)

John Locke - Sustainable Leadership [Presentation \(ppt\)](#)

Peter Simpson - Professional Leader? [Presentation \(ppt\)](#)

REFLECTIONS OF A FIRST TIME PRINCIPAL

Dawn Fenn, Principal of Ridgeview Primary School shares her thoughts after completing the 2008 FTP programme.

You know you're making headway when...

It's been a long time since your partner sent you an email entitled 'Remember Me?'

You accept that people come first and try not to worry too much about the ever increasing tower of paper on your desk

You don't have any qualms about asking for help

You realise the implications of leading a 'self managing' school
You genuinely understand; effect size, variance and banked staffing

You no longer put things off until tomorrow - sleep is far too important!

You find yourself speaking passionately about your vision at Board meetings

You have complete clarity about where your school is heading, but for now you're taking pleasure in the small steps (and congratulating

yourself on the patience you didn't think you had).

You mumble under your breath about how much more manageable the job would be if you didn't want strategic change...but also how unrewarding

You don't worry quite so much about what is going to come out of your mouth during public functions

You quietly insist on parents divulging what they want to meet you about - the suspense no longer thrills you!

You realise that letting staff debate and talk openly and frankly about data, current research and best practice can get a bit hairy at times, but it's well worthwhile to go with it.

You accept that your day's 'To Do' list will need to be flexible enough to accommodate the needs of your school community

You come to the conclusion that hard conversations are now a way of life (and Model II has become part of your psyche)

You still spend some of your time impersonating a duck (forever calm

on the surface while paddling like mad underneath)

You have a box full of accident forms under your desk for all the times you've bitten your tongue

You go home after mentally checking you've spoken of every member of staff during the day

And you realise that the true meaning of life really is 0.07!

FAREWELL TO



Sadly we are saying farewell our Project Assistant Gavin Hirst (a keen ABs fan) who is moving back to Huddersfield in the UK. Gavin has been with the FTPP since August 2008 starting as a temp before being offered the position of Project Assistant to both the FTPP and Centre for Educational Leadership. Gavin tackled this demanding role with complete

dedication, constantly performing in excess of expectations. We wish him all the best and hope to see him back where the skies are blue soon.

WELCOME TO

We are pleased to welcome Donna Kerkmeester to the FTPP project team who will be assuming the role of Project Assistant.



Donna is currently completing a diploma in Event Management at AUT. She comes from a strong PA/Administration background and as a mother of three, has an embedded interest and understanding of the school system in New Zealand.

**Ka kite ano
John Locke (Director) & the
First-time Principals
Programme Project Team**

