



Russell School – Bay of Islands

Whanau and Community Survey

1. Describe the **five** most important personal qualities the new principal should have.
(less than five is ok)

- Open. Open-minded (3), Friendly (2). Approachable (3)
- Professional, Confident and Strong, Trustworthy, Knowledgeable (2)
- A good leader of pupils and teachers (1)
- Respectful to staff and pupils
- Have confidence in pupils
- Team player
- Listens to community/teachers/parents (2), Communication
- Likes to see kids succeed
- Firm but fair
- Balanced 9sports and education, music, Kappa Haka, etc.)
- Community minded.
- Must be an excellent teacher
- Good organiser
- An active participant in children's activities.
- Honesty (3), Integrity, Passion, Dedication (3), Simple in Virtue, Steadfast in Duty
- Humorous
- Compliant with school policies
- Caring, Kind (2), Happy, Compassionate (2)/Accepting, friendly manner with children and teachers
- Motivated
- Anti-bullying (2), child-focused
- Experienced successful Principal (i.e. not a first time principal)
- Appreciates NZ history and it's culture (in particular Maori)
- Willing to up skill/personal development
- Ability to be open to listening, excellent communication skills (2)
- Ability to overcome adversity
- To see all children as unique – and a good understanding that they don't all sit in one box

2. Describe the **five** most important ways you would like to see your new principal do to connect with parents. (less than five is ok)

- Community Spirit
- Meet and Greet (3)
- Available
- Present at community events, to be seen to be active in community
- Build relationships
- Promote school BBQ with parents and children swimming
- Promote newsletter, Informative and inspirational newsletters
- In addition to parent teacher conferences, individual sit down with parents of underachieving students or troubled students.
- Open door policy (12)- in person/email/phone - with limitations of course, both teachers and parents



Russell School – Bay of Islands

- Regular communication
- Be open to listen to what parents have to say
- Parents/Guardians being able to attend school assembly if they want to and welcome them (2)
- Parents to participate when needed with class activities.
- Immerse into Russell community (locals, family, event) (3)
- Good communication skills/policies (written, oral, social media)
- Parent/Teacher conferences (3)
- Written Reports
- Holding school concerts and plays
- Field trips with parents and children
- Open Days (once or twice a year)
- Be at school activities (Wharf Sports, etc.) (3)
- School Curriculum
- Fundraising for school events and purchase of teaching aids

3. Describe the **five** most important qualities of our community that a new principal would need to know. (less than five is ok)

- History of Maori and Pakeha relations in Russell and B.O.I. (3), Traditions are important (ANZAC, etc.)
- Culture, Diverse (2) and Cultural Community
- Many Whanau ties, esp. to school, a long history
- To have an understanding of community aspirations for school and pupils
- To be involved with community (2)
- Participation, Spirit, Understanding, Tradition, Goodwill
- Caring, Supportive
- Russell is a small community and people are passionate about issues.
- We are a tight little community
- The community is really generous (2)
- Our school is amazing (2)
- Russell is a community run in large part by volunteers
- Small town with a big personality
- Our connection to the ocean and environment (2), esp. love the water (1)
- Promote Kappa Haka and school music program
- Promote/support after school activities soccer, sailing, netball, rugby, tennis, etc.)
- Wharf Sports and Kawakawa swim meets, cross-country and Maromako rugby and netball
- Tight-Knit community
- Town with seasonal trade, uniqueness of a popular tourist town with cruise ships
- Moving to Russell should be a lifestyle decision
- Education – giving our kids the right tools to be the best version of themselves
- There is a mixture of affluence and children\Whanau that require support. – all deserve to have their educational needs met to the fullest way possible



Russell School – Bay of Islands

4. Please write down **five** points the Board should take into consideration when selecting a new principal.

- References, in particular referees their personality
- Ability to gel with community values, etc.
- Choosing someone that is a good fit to the school
- Experience, commitment, motivation, personable/approachable
- Parent's views
- Do you feel a good vibe from the person?
- To have youthfulness and enthusiasm
- To have aspirations to encourage pupils to achieve in classroom and sports fields
- Encourage pupils to be the best they can and not just be participants
- Recognise that pupils are not all good but all can strive to be better
- Have they been a principal before?
- What does their previous school look like?
- Grounded and stable person
- A "doer" proactive
- Good management of staff and resources
- Someone who can take the school forward e.g. solar panels – new ideas etc.
- Personal character/Charisma (2)
- Professional
- Great Teacher
- Vision/ambitions for the school, students and how this integrates with the wider Russell Community.
- They have run a school well prior
- Personal Motto
- No Blemishes on career record
- Like children
- Lots of new ideas
- Self-development
- Willing to listen to what parents have to offer
- Evidence of being a community player or active in community affairs
- Excellence in former teaching career (2). A good role model - a leader (2).
- Promote community, local, teaching standards
- Be a big supporter of science in primary school
- Teach good self-discipline
- Someone who leads by example.
- Need for a principal to be a full-time principal with a very small proportion of teaching.
- Experience in working with a diverse community
- Someone with a great working knowledge of how to engage learning support, outside agencies, when a child presents with social, learning, educational needs.
- Continuation of sustainability education and practices in our school
- A true Kiwi who embraces our country's heritage and culture and has our generous New Zealand spirit
- Honours the many ways people/kids are clever/ intelligent-not just academically, art, science, singing, sports, dance, gardening)
- Fresh youthful energy – has current training practices
- A democratically minded person - someone who can listen to all sides



Russell School – Bay of Islands

before making a decision.

- Dynamic.
- Is resourceful & implements learning programmes that help kids catch up to their appropriate learning levels or clever kids to excel & reach their highest potential.
- They understand and are passionate about education
- They need to be able to integrate with the community and bring some positive, new ideas to the table.
- Modernise methods, but not forgetting the heritage.
- A principal who is invested in each child, knows their name, situation/spelling level, their strengths, etc.
- What can the candidate bring to the table that they are strong in that perhaps the others don't have?
- And lastly, I would love to see a great male role model for the kids at our school, however I am not suggesting the new principal need be a male but at some point in the future, a teacher or teacher aid/helper would be a great inclusion for the school.
- I would like to see the new principal come in & boost a lot of energy into the school. New ways to deal with students who don't fit into "the box". More movement during class.
- Reasons for taking up a principal role in Russell i.e. important to assess if candidate is going to enjoy living in Russell? Outside of school life, will candidate be able to enjoy Russell with what Russell has to offer? Is Russell suitable for them to keep up with their hobbies Etc.?
- Thanks for letting us have some input into this process. It will either help or hinder, I am sure.