



TARGET RD PRIMARY SCHOOL

Parent Consultation

Vision: The new principal should be visionary (i.e., with long term goals) and thus be pro-active to set things in place before they are needed. The vision must be about our children and must include a desire for each and every student to achieve their potential. A vision starts when the principal knows the children well and understands their unique needs. From this follows a forward-thinking strategic plan. All stakeholders should be consulted and informed before change follows the vision.

Experience: Should be fully mature and experienced with a good track record of senior leadership in a progressive school. Appreciates the value of “life experience” beyond the school setting.

Philosophy: Must be a life-long learner who reads widely into educational innovations. As an “open school” we need someone who has deep knowledge of the philosophy behind this (open school) pedagogy and how this approach works best for children.

Leadership style: The new principal should have such leadership attributes that empowers and motivates others such as staff and children. (This is usually called “distributive” leadership in education and is a high trust model). Principals should lead with passion! Should be able to be decisive.

Change management skills: This person must also be a great manager of change that respects our journey to date and, to do this, good organisational skills are a “must”. This would mean that change is measured – “one step at a time”.

Relationships: Parents expect principals to have really superb people and communication skills. These would include:

- Being a really good listener – focused and attentive
- Taking a direct interest in every child and knowing their names.
- Creates great relationships with everyone involved with the school
- Interesting newsletters – each one with something from the principal.
- Posting signs around the school
- Class dojo
- Parent notice board
- Notes in children’s bags
- Fostering assemblies to celebrate children’s achievements
- Meeting parents at the gate and during school activities.
- Acknowledging parents’ emails promptly and then responding in due course
- Facebook messages listing achievements, school highlights and answering questions
- An open-door policy for students, staff and parents.
- Regular parent-school forums.
- Sets out to and be both visible and engaged, especially with children

- New families entering the school should be warmly welcomed by the principal.
- Goes out into our wider community and be community-focused.
- Ensure that parents have ample notice for future school events.

Diversity: We are a diverse society in terms of ethnicity, culture and beliefs and our schools reflect that so the principal must be able to adjust to people from different backgrounds and personalities and so have empathy and care for all stakeholders. Should be able to lead the celebration of our multi-cultural school community and to promote the learning of Te Reo. To achieve this the principal will need to be a good listener who can build bridges.

Personal qualities: Must be skilled in problem solving, conflict management and have sound risk-management skills. Should have organisational skills so things can be actioned in a planned, methodical manner. A principal should be consistent, approachable, friendly and caring – someone our children should feel confident about approaching when they need someone to talk with. The integrity of a principal is vital, as is trustworthiness and a sense of responsibility – responsible for ensuring children enjoy success yet acknowledging when things may have gone wrong.

Parents: our Parents would like to get feedback from teachers about their children's progress and achievement and how they (parents) might be able to help at home.

Teachers: The principal should foster a teaching community that is supportive, and supported, thus encouraging and providing ways for teachers to enhance their professionalism.

Finally: Should be confident in their abilities and professionalism to accept fair and honest criticism when necessary. For their own well-being and that of others the principal should exude positivity and show resilience "under fire". As a community leader the principal should be dynamic, influential and pro-active so people see Target Road School as the "school of choice".
