Principal Appointment Consultation Framework December 2017

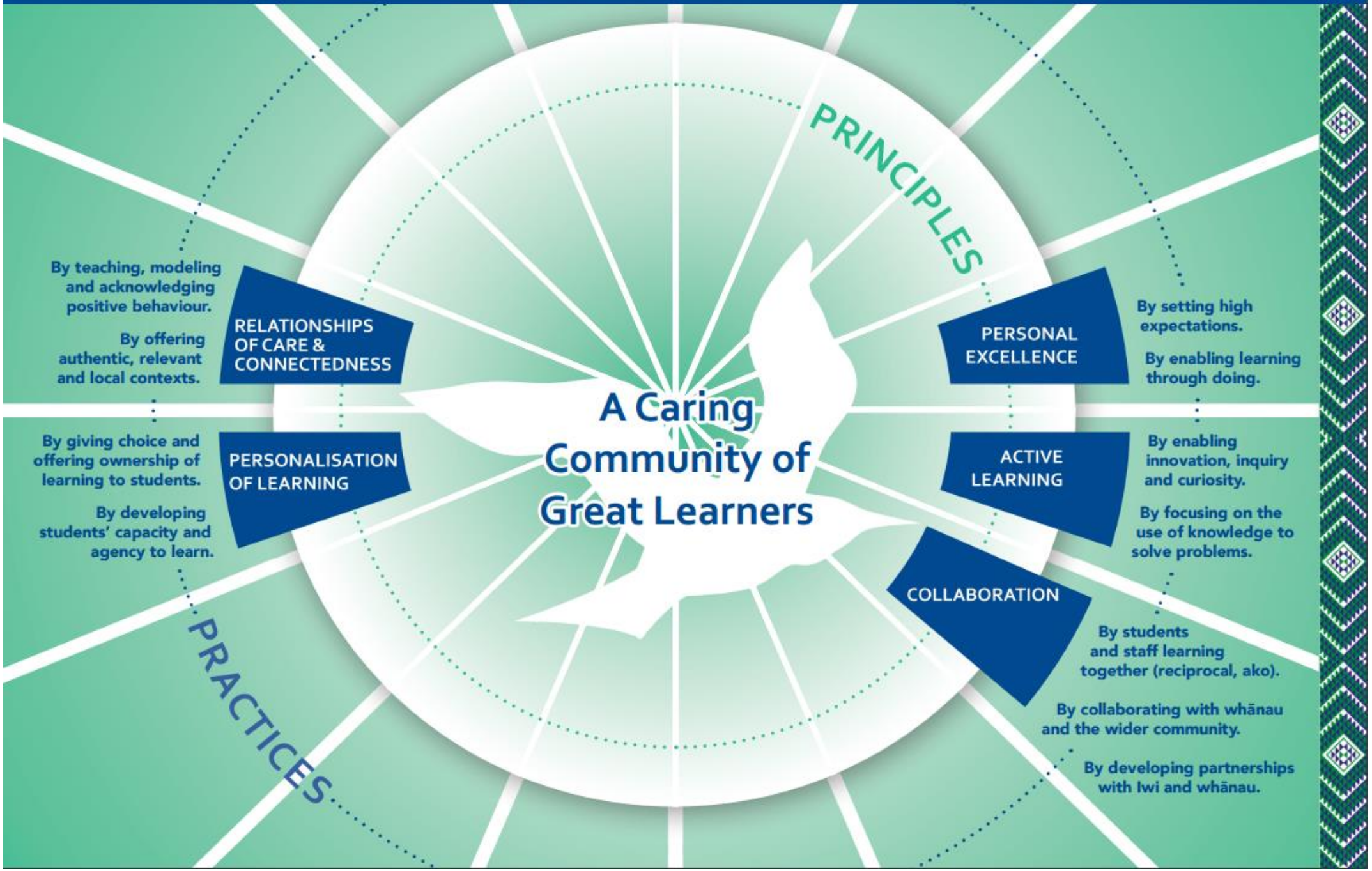
Introduction

This Consultation Framework has been created to enable a consistent, reproducible approach to the consultation process the Paraparaumu College Board of Trustees is facilitating across College Community. The information gained from this consultation will inform the Principal Profile the Board will create to ensure we are appointing the best Principal we can who will continue building the culture and direction that the College has.

Significant community-wide consultation processes have taken place in Paraparaumu College in the last few years relating to our Current state, Vision and Strategic Planning. From these processes, we have developed our Vision, our CARE values, the PC Way and this year's Strategic Priorities – Teaching Excellence, Learning Excellence and A Culture of Excellence. These are uniquely Paraparaumu College's and so are the foundational thoughts behind this consultation.

PARAPARAUMU COLLEGE

THE PC WAY



STRATEGIC PRIORITIES

Teaching Excellence

To attract, retain, develop and support high quality energetic teachers, leaders and staff

1. Professional learning programmes and related structures are aligned and embedded into existing practice
2. Opportunities to grow and develop staff are embraced
3. Staff wellbeing is prioritised
4. Ongoing opportunities for staff to have input into the development of the College are embraced

Learning Excellence

To inspire all students to achieve personal excellence in their learning

1. The curriculum, timetable and related programmes are developed to reflect the 'PC Way'
2. Careers programmes and partnerships are enhanced
3. Culturally responsive practice is grown and supported
4. The culture of self-review is developed

A Culture of Excellence

To enhance the culture of learning, whānau and community at Paraparaumu College

1. Student wellbeing is tracked and enhanced
2. Positive Behaviour for Learning approaches are extended to include restorative practice
3. Opportunities to grow student leadership, belonging and participation are embraced
4. Community partnerships and collaborations are sought and developed
5. Reporting and interview structures are enhanced
6. An international fee-paying student programme is introduced
7. The property development programme supports the emphases of the 'Great Learner' values and the 'PC Way'.

Approach

This consultation process will look at three key questions specifically related to our ideal future Principal - their character, personality and skills.

Please discuss, brainstorm and record your thoughts and ideas on each of the questions.

We will then ask you to rate the major conclusions from your discussions of each question by voting for your 5 most important using red dots.

Discussion Questions

1) What are the Character traits that are vital for Paraparaumu College's Principal to have?
2) What are the Skills that will be important for our Principal to excel in?
3) What are the Personality attributes that would make a great Leader in our Community?

Conclusion

The information that you have provided through this consultation will be used by the Board of Trustees to inform the Principal Profile.

If you have further thoughts or input that you would like to provide then please email us on appointments@pcol.school.nz

The approximate timeframes associated with the Principal's Appointment Process will be as follows.

Approximate Timeframe	**Late November 2017 – Second Week December 2017**	**First Week December 2017 – Third Week December 2017**	**Second Week of January 2018 - Mid February 2018**	**Mid February - Early March 2018**
Activities	Using the results of the latest consultation as a starting point, a short period of consultation with the school community on the ideal principal for Paraparaumu College.	Specifying the Application & Selection Processes. Creating a person specification for the role of principal, selection criteria, Application materials	Receive & Collate Applications. Finalise Interview, Selection and Appointment Process/Procedure	Shortlisting, Interviewing, Selection and Appointment