

## Leadership Advisor Expectations

### Your Role

As a Leadership Advisor, you will support the development of a long-term role that supports principals to lead transformational change across the education system. While being a critical connector between school leaders, regional Ministry offices, other central education agencies and providing localised support for school leaders you will focus on building leadership in the sector. You will be based regionally and work collaboratively with principals/tumuaki individually or within Kāhui Ako and other existing cluster networks, providing localised support for school leaders. Your role would include facilitating collaboration across principals/tumuaki, enabling them to share their expertise across the schooling network, regionally and nationally and focus on transformational change.

You will use your knowledge, expertise, and experience to provide support and advice, addressing issues where and when they arise as a highly trusted educational professional. Your focus will be on improving leadership capability in schools and kura.

You work closely with regional colleagues and play a key role in facilitating the sharing of good practice across the system, supporting collaborative networks such as clusters of schools and Kāhui Ako, and supporting innovative approaches to curriculum design and teaching and learning.

### Governance and Management

Improve the effectiveness of management and governance by connecting principals/tumuaki and their boards to the right resources so that management issues do not distract them from leading learning.

This could include:

- Linking principals/tumuaki with appropriate Ministry resources to provide additional support as necessary and appropriate
- Brokering early support for principals/tumuaki dealing with challenging issues in their communities.
- Promoting effective management practice, and encouraging principals/tumuaki to collaborate and share models of good management and administrative practice, freeing them up to lead learning
- Providing clarity and support for any new Ministry initiatives or requirements, including acting as a link point with appropriate Ministry staff.

### Strategic planning

Provide guidance on the development of strategic plans that effect transformational change and reflect community aspirations for their learners/akōnga including:

- Support and connect leaders to identify and connect local curriculum learning experiences to community aspirations
- Provide practical support through encouraging principals to share examples of effective processes
- Help leaders to build coherence across school systems and structures to support student achievement
- Connect principals/tumuaki and boards to regional resources to support, where needed, in the evaluation and improvement of systems through the analysis of student achievement
- Contribute to addressing system-wide leadership challenges, growing overall leadership capability and competence
- Contribute to the building of stronger connections between the sector and Te Tāhuhu

### **Leadership of Learning**

Support leaders to strengthen strategic thinking, planning and evaluation in relation to transformational learning and outcomes for learners including:

- Supporting leaders to identify where they need to focus their efforts to create a learning environment where every learner experiences success
- Providing guidance on developing and sustaining a learning environment that is safe, inclusive, cultural sustaining and nurtures relationships
- Developing understanding of conditions required to embed and sustain change
- Working with principals/tumuaki across Kāhui Ako and other clusters to support their work with school communities to develop, embed and sustain reciprocal, educationally powerful and trusting relationships and to identify relationship and practice issues

### **Policy and Practice**

Assist schools in making linkages between policy and practice including:

- Informing school leaders on key policy changes and provide advice on their interpretation and practical implementation
- Providing guidance on the collation of information/data to inform policy development and provide required reporting to Government
- Capturing practitioner voice regional and national level for principals/tumuaki and their needs

### **Connecting and collaborating**

Assisting principals/tumuaki with practice problems, brokering support where necessary to resolve leadership challenges relevant to the setting

- Identify and access resources that can be brought to bear in resolution of issues
- Assist in accessing appropriate resources both regionally and nationally
- Connecting principals/tumuaki with the services they require in the areas of finance, curriculum, learning support, leadership, and professional leadership development

### **Cultural Sustainability**

Support schools to develop educationally powerful, reciprocal and trusting relationships with whānau, hapū and iwi:

- Supporting boards and principals/tumuaki to give effect to the principles of Te Tiriti o Waitangi through their policies and practice