

Pacific Leadership Advisor Expectations

The Leadership Advisory 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 of 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 will 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.

The Leadership Advisor, Pacific role

The intention is that this Advisor will be a practicing Principal or recently retired Principal. The Advisor will provide tailored and responsive support to Principals of Pacific heritage and Principals who have a significant Pacific student population in their school. This role will work across Tamaki/Auckland to support Principals to be effective leaders of learning in their schools.

Working alongside the Director of Education and the Chief Adviser, Moana Nui a Kiwa. Work in collaboration with the Principals Associations and specifically with the NZ Pasifika Principals Association, in order to gain insights into:

- Identifying the specific support needs for Pacific Principals
- How this support is best provided, and
- Any specific skills and experience required in the ideal Leadership Advisor.

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 Pacific community aspirations
- Provide practical support through encouraging principals to share examples of effective processes that work with Pacific akonga presence, participation and progress
- 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 Pacific 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
- Connecting principals/tumuaki with local Pacific leaders, communities and providers they require to support leadership, presence, participation and progress

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

Support schools to develop educationally powerful, reciprocal and trusting relationships with Pacific learners, their families and the local community they belong too

- Supporting boards and principals/tumuaki identify and support Pacific learners through their policies and practice