

Professional Growth Cycle for Principals and Tumuaki

New Zealand Principals Federation Conference
2 August 2021, Rotorua



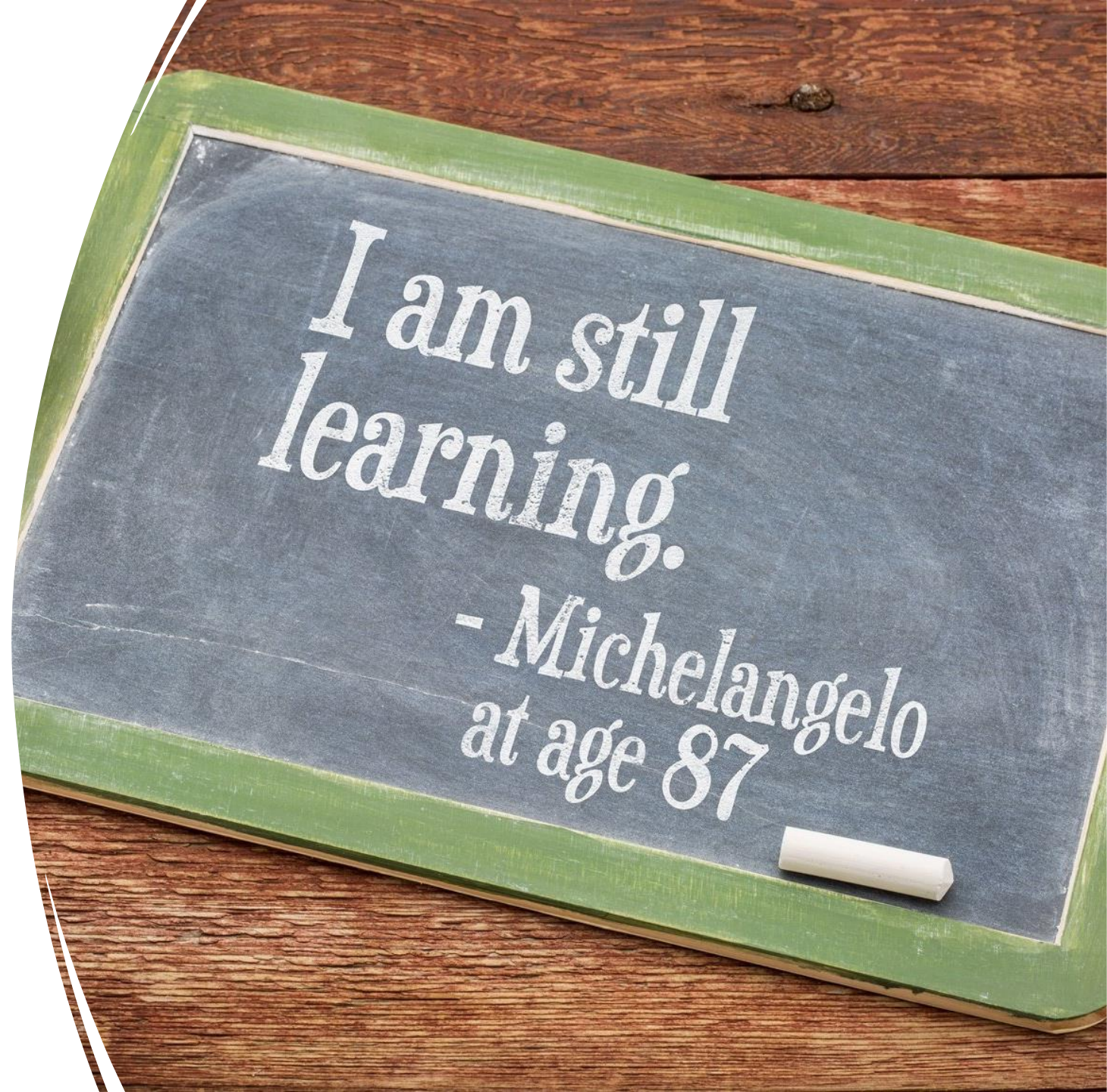
**Teaching
Council of
Aotearoa
New Zealand**

Matatū. Tū Mataora.
Stand tall. Shape the future.

Growth

What learning has occurred in the past that has been vital for your growth?

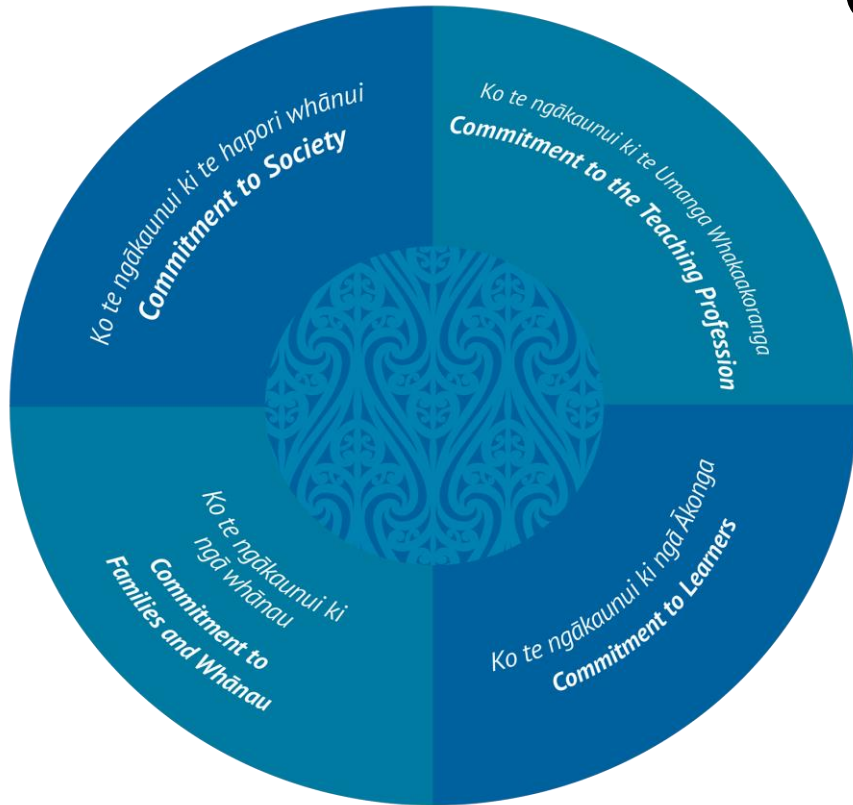
What made it effective?



Professional growth cycle for principals and tumuaki

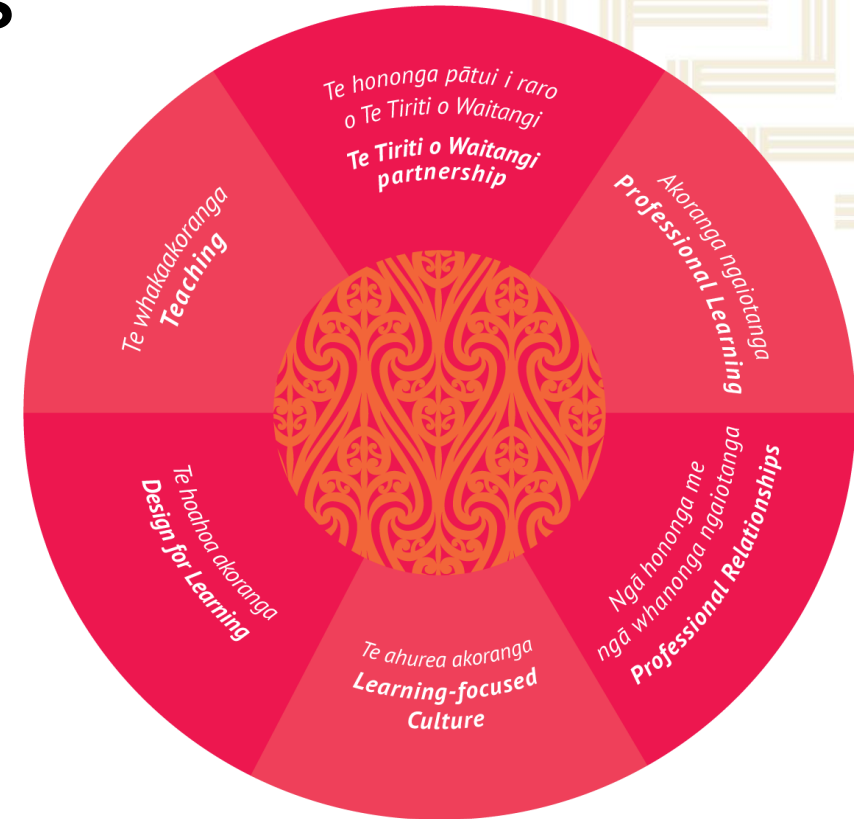
- October 2020 working group of principal, tumuaki and ECE professional leader stakeholder representatives
- Re-balance trust and accountability, reduce compliance
- Promote use of professional networks for growth and learning
- It's yours to design: PGC is flexible and responsive to diversity of roles, sectors, structures and communities.

who we are
ko wai tātou



Our Values

what we do
ko ā tātou mahi



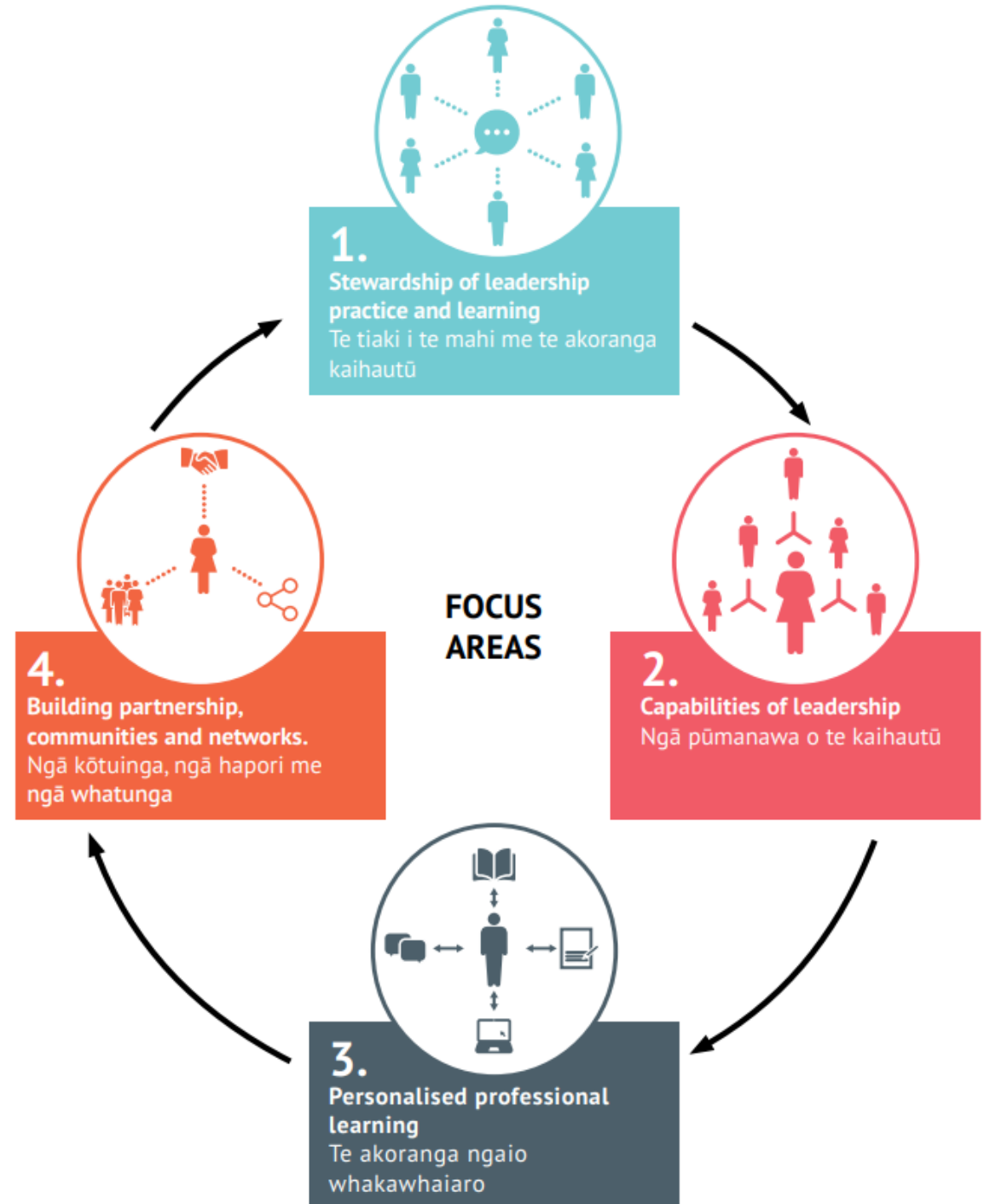
Our Commitment to Te Tiriti o Waitangi
We belong to the teaching profession

The Leadership Strategy for the teaching profession of Aotearoa New Zealand

Enabling every teacher to develop
their leadership capability

Te Rautaki Kaihautū mō te Umanga Whakaakoranga o Aotearoa

Kia āhei ia kaiako ki te whakawhanake
i ōna pūkenga kaihautū



Element A

Principals and professional leaders will facilitate a collective understanding of the *Standards/Paerewa* in their context and what meeting and using them in practice looks like.

Or

Possible amendment: Principals and professional leaders will facilitate a collective understanding of the *Standards/Paerewa* in their context and what meeting and using them looks like in their teachers' and their own practice.

Element B

Principals and professional leaders will work with their presiding board member or ECE employer to plan their professional growth cycle and how they will be supported in it.

Or

Possible amendment: Principals and professional leaders will plan their PGC and share this with their presiding board member or their ECE employer to plan how they will be supported in it.

Element C:

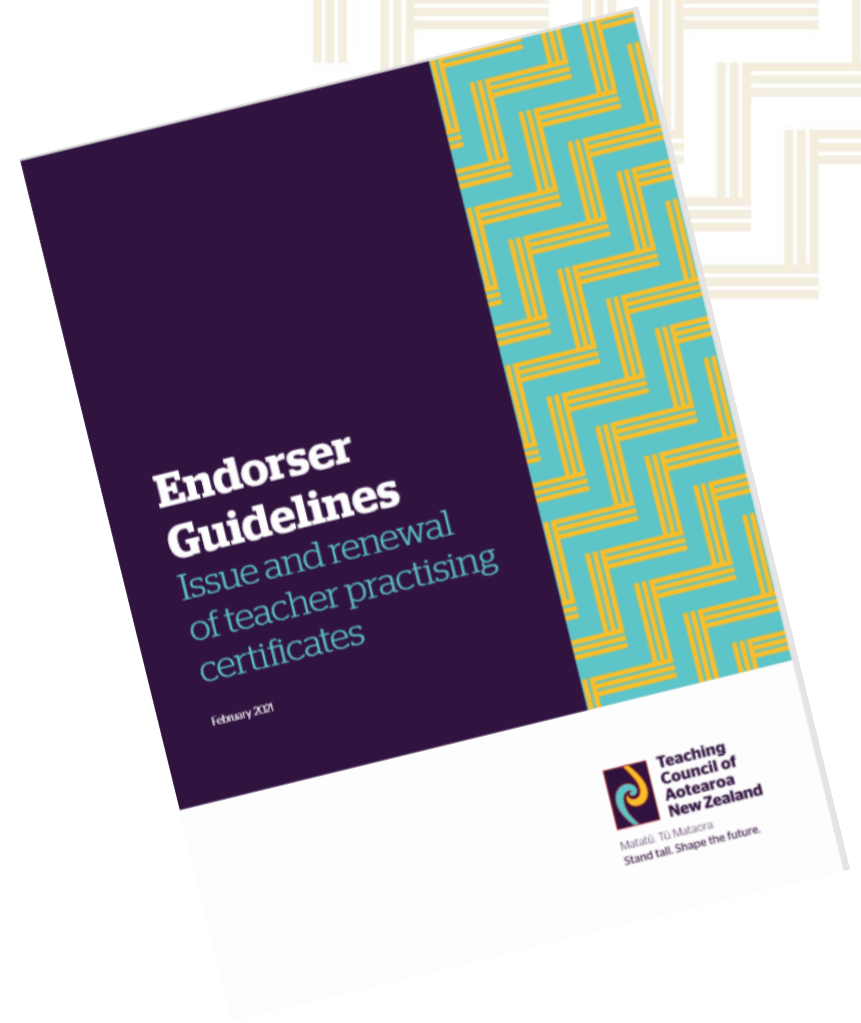
Principals and professional leaders will engage in professional learning using the *Standards | Nga Paerewa* within a professional learning network of colleagues to develop their professional practice.

Element D:

Principals and professional leaders will look for and engage in opportunities to receive feedback on their practice from a range of sources, including the presiding board member or ECE employer or their delegate.

Element E:

A professional learning network colleague who holds a Tūturu | Full (Category One) practising certificate will confirm annually that the principal or ECE professional leader has participated in the professional growth cycle and will also provide a statement to them about whether they meet (Tūturu | Full (Category One) Practising Certificate) or are likely to meet (Pumau | Full (Category Two, previously subject to confirmation) practising certificate), the *Standards | Ngā Paerewa*.



Design the professional growth cycle

1. Conversation with people around you about a possible design.
2. Create PGC to support your professional growth
 - Element c: professional learning with network of colleagues
 - Element d: engage in opportunities to give and receive feedback
 - Element e: network colleague as endorser.
3. Include possible challenges to the success of this...
4. Identify what the Council could do to support the success...

Next steps from the Council

1. Publish the professional growth cycle elements, FAQs and timeline (up to January 2023).
2. Continue conversations about the PGC with the profession.
3. Support set up of sustainable, valuable networks as needed.
4. Support opportunities for leadership growth.
5. Publish timeline transition to PGC.

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