

Targeted and Guided Services for Beginning Principals 2025

Evaluation Associates Te Huinga Kākākura Mātauranga are contracted to provide support for beginning principals. The service we are providing has two key features, targeted support and guided support. Please find below an outline of the key components of the service for your information.

Targeted Support

The targeted service is provided through individual principal advisor support. You will be assigned to a principal advisor who you will be in regular communication with. They will provide your scheduled targeted support and be available to respond to your queries.

The advisor will provide you as a beginning principal with personalised, contextualised and responsive support that is intended to build your confidence and capability as a principal. Our principal advisors are all experienced principals who will help you to understand the role of a principal, your particular school context and system level requirements in Aotearoa New Zealand, in order to be able to lead your school effectively.

You can expect to be supported in areas such as:

- building your knowledge, understanding and practice in your principal's role
- bringing effect to Te Tiriti o Waitangi
- building operational management confidence and capabilities
- leading Govt priorities
- identifying and accessing relevant opportunities in the guided supports and self-directed resources (as they are developed for the Ministry)
- engaging in learning conversations with a trusted principal advisor who will listen, advise, coach and challenge as appropriate
- connecting to networks of colleagues and further support within the system and wider sector
- engaging with key leadership resources that reflect leadership within Aotearoa New Zealand
- developing and actioning personal professional learning goals and plans.

The table below outlines the individual support over your first three years of principalship:

	First Year		Second Year		Third Year	
	Each term	Over the year	Each term	Over the year	Each term	Over the year
Planned face to face support	3 two-hour meetings: 2 school visits and 1 virtual	12 two-hour meetings	2 two-hour meetings: 1 school visit and 1 virtual	8 two-hour meetings	1 two-hour meeting: virtual	4 two-hour meetings



Just in time support	1 hour as required	4 hours as required	1 hour as required	4 hours as required		

Service Delivery: Guided

The guided services are facilitated by the regional team of principal advisors in conjunction with other experts as appropriate. These are collaborative learning opportunities with other beginning principals either face to face or virtual. Your assigned principal advisor will support you to identify, prioritise and access the guided opportunities outlined below:

Type	Main features
Face to Face	
Communities of Practice (CoP)	<p>Local groups of up to 10 beginning principals from across the sector. Meet for up to four hours a term as determined by group e.g. 2 hrs X 2 or one 4 hr meeting. It may be fully face to face, hybrid or fully virtual as decided by the CoP.</p> <p>A local principal advisor will facilitate the group meetings. They are an opportunity to build relationships and collaborate around agreed priorities, local shared areas of interest or need as determined by the group.</p>
Regional Biannual Hui	<p>Each beginning principal will be able to attend two full-day regional hui in the year, one in T1 and another in T3.</p> <p>These will be regional hui based on the 12 Ministry regional groupings, with some cross-regional meetings.</p> <p>Secondary principals will have a North Island and South Island hui, they will choose one of these or their regional hui.</p> <p>The hui will be facilitated by local principal advisors.</p> <p>The hui will include opportunities to broaden peer connections regionally, deepen understanding of essential elements of principalship and create strong regional connections with the Te Mahau team and other support agencies.</p>
Virtual	
Type	Main features
Virtual workshops	<p>You will be able to attend four different national virtual workshops in terms 1-3. These will be up to 2 hours per workshop with 12 national virtual workshops being delivered in 2025.</p> <p>The content will be focused on the operational aspects of your principal role and where appropriate will be aligned with the time of year.</p> <p>These will be facilitated by regional principal advisor team leaders who may have experts leading session as appropriate from Te Mahau, ERO, NZSBA etc.</p> <p>Recordings and resources will be made available after each workshop.</p>

