

Beginning Principal Programme

The programme will be delivered through a partnership between Evaluation Associates | Te Huinga Kākākura Mātauranga and Te Uru Amokura | Springboard Trust. It aims to grow confident, capable, effective leaders who raise achievement, reduce disparity and are sustained in their leadership.

Key components of the programme

Over two-years (eight terms), beginning principals will engage in and with:

- One-to-One Mentoring: 6 hours per term of high-trust, context-responsive mentoring with a carefully matched experienced practicing principal
- Communities of Practice (CoP): 18 facilitated virtual sessions focused on shared problem-solving and peer learning within regional cohorts
- Regional Wānanga: 8 full-day, face-to-face events providing experiential leadership learning and cross-cohort networking
- Leadership Labs: At least 6 virtual or face-to-face labs offering fresh perspectives from experts within and beyond the education sector
- Self-directed learning: connected to the BP core-curriculum
- BP Toolkit: A digital hub housing curated modules, podcasts, and resources
- Individual Learning Plan (ILP): A 'living' roadmap co-constructed with a facilitator to guide professional growth and track impact
- Termly check-ins with a programme facilitator for feedback, monitoring and programme improvement.

Programme curriculum

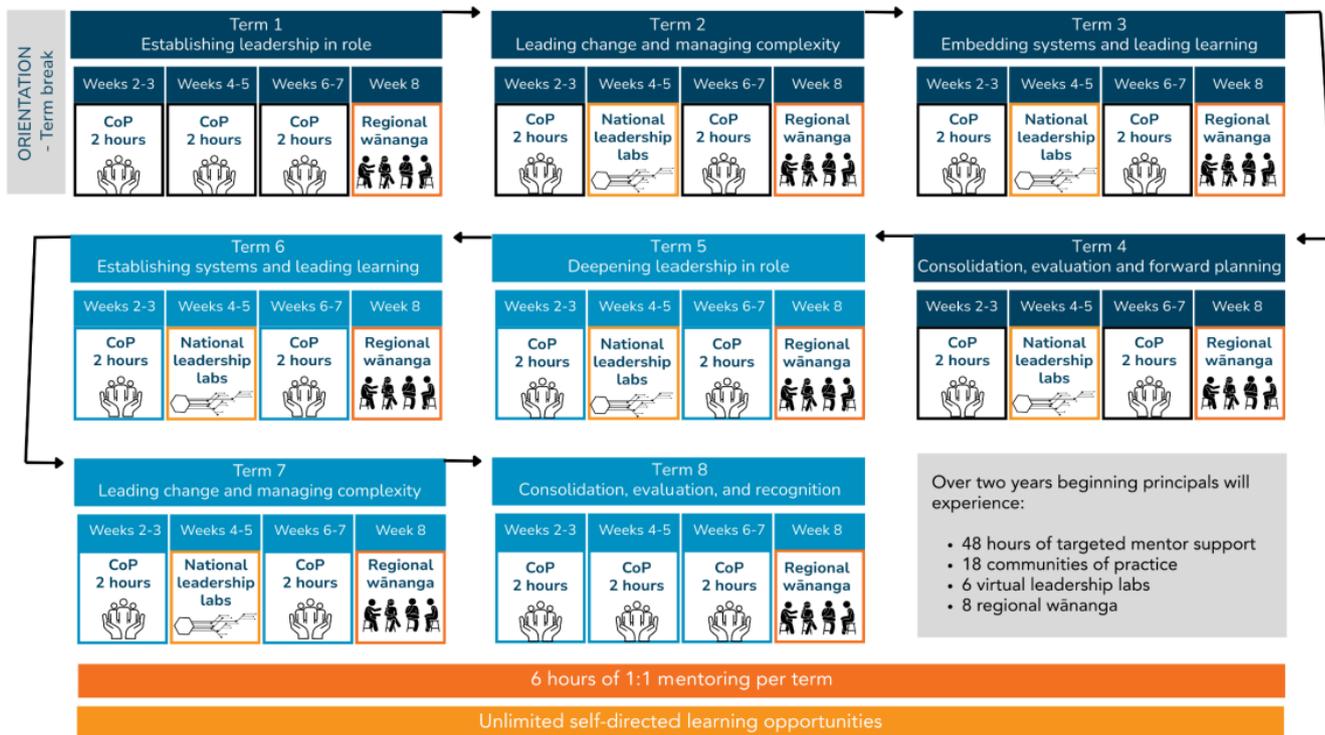
The beginning principals' core-curriculum has been identified by the Ministry of Education. Over the two years of the programme learning will be aligned to the following leadership domains, with nothing 'left to chance'.



The leadership domains are drawn from educational leadership theory and integrate with existing leadership frameworks:

- The Educational Leadership Capability Framework, (Teaching Council, 2018)
- Tū Rangatira: Māori Medium Educational Leadership (2010)
- School Leadership and Student Outcomes: Identifying What Works and Why
- Best Evidence Synthesis Iteration (Robinson, Hohepa, & Lloyd, 2009)
- Principals' Professional Standards (primary, secondary, and area, 2024).

An overview of the sequence of the programme



Mentor matching will be undertaken as early as possible and introductions to mentors are ideally made pre-start up.

Beginning principals enter the programme in cohorts at the start of each term. Each new cohort commences the programme at term one and follows the above sequencing until programme completion in their eighth term.

Key information will be shared with beginning principals at onboarding. This will include:

- Programme orientation and structure
- Key programme components
- Commitments - BPs and mentors
- BP core curriculum
- Programme expectations
- Completion requirements
- Mentoring
- Key programme personnel

For further information, please contact:

Donna Kerkmeester (BPP specialist support) - bpp@evaluate.co.nz