

# New in 2022

## Principal PLG's that meet the Professional Growth Cycle



After running PLG's for the last 7 years the move from Principal Appraisal to Principal Professional Growth Cycle makes sense. Those that work closely with me have already been part of the transition. Many principals combining PLG's with Leadership PGC Coaching with themselves and their senior management team.



### Individually designed for your setting

The PLG's using the elements of the PGC as a guideline will cover aspects that each Principal can identify and use in their unique setting. I intend offering an in school unpacking of the design of the PGC to meet the unique context of each Principal's school. This can then be built on during PLG sessions.



### Just-in-time leadership and responsive to needs.

Principal's need to receive just-in-time leadership as well as just in case leadership coaching. Traditionally in PLG's this has been in the form of a "What's on Top." This will continue but will also encourage peer discussions on the PGC goals of each principal



Q4. PGC FAQ Teaching Council of New Zealand

### What is the relationship of the PGC to other performance review or employment requirements?

Some schools may still require an independent assessment that addresses the employment aspects of the role.

I'm suggesting an alternative, a single collaborative process that addresses the PGC and professional and employment aspects of the role. This would involve working alongside the Presiding Board Member to address PGC and performance management. I firmly believe this is the best and most manageable way forward for Principals and School Boards.



### Meets Legal Obligations

The PGC will enable principals and leaders to focus on their growth and support them to effectively undertake the complexity of their role in their unique setting.



### Key Resources that could inform direction of PGC

- Educational Leadership Capability Framework or Tū Rangatira
- Strategic goals from the charter
- Leadership Development assessment analysis
- Feedback from colleagues
- Ministry Directions eg Curriculum refresh.
- The Standards of the Teaching Profession



### Professional Networks

Enable Principals to:

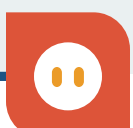
- Engage in collegial professional conversations where ideas can be explored and critiqued by colleagues
- Collaborate in thinking, learning generating new understandings as part of using the Standards / Ngā Parewa
- Support innovation



### Feedback & Feedforward

It is envisaged that peers within the PLG will provide feedback as part of their ongoing interaction and collaboration.

I will also be offering a Coaching Check in at various times to allow further individualised unpacking of the leadership PGC each Principal has undertaken. This includes an annual endorsement summary that Principals can share with their Boards.



**Base Principal PLG 7 1/2 day Sessions**

**\$1,150 +GST**

**Enhanced Coaching & Leadership PGC & development**

**Ask for a tailored Quote**



### Leadership Texts or readings

- PLG's sometimes select a group text with a focus on leadership
- Readings on leadership topics of interest
- Alternative leadership strategies and tools that grow leadership
- Cooperative learning
- Access to a resource bank on educational leadership ideas and concepts.



### Principal Wellness & Balance

- Time management
- Mindfulness
- Managing stress
- Compartmentalising
- Sharing & Problem Solving
- Readings

Our meetings a very collegial and fun!



### School Visits

We aim to visit at least two schools during the year. This is normally to look at a specific programme or area of specialisation. Examples could be:

- Behaviour programmes. e.g. Mana enhancement
- Structured Literacy
- Localised Curriculum
- Cultural competencies



### Coaching & Development

**A coaching relationship from an outside provider enables a Principal to offload their thought processes, test ideas, receive support in a non-judgemental environment that also helps maintain the wellbeing of the Principal.**

**Ask for a quote.** It is reasonably priced and the growth achieved makes this great value for money.