

Student Consultation

Students were asked a number of questions about their school and what they wanted their new Principal to be like. Where possible, we have used students' own words in capturing themes.

What Students Like About Their School

- We remember our history and are proud of past student achievements
- Our school values we uphold including personal development, education and spiritual development
- That it is a small school so we can form closer bonds between students and teachers and you are able to have that one on one time with teachers if you are struggling
- The sense of community and family
- Our relaxed but formal atmosphere

What Makes a Great Principal

- Someone who isn't afraid of change, is open to new ideas, will get things done, and wants to make a difference in their role as Principal
- Someone who has the right attitude for the school
- A person who takes the student voice into consideration before anything
- Someone who is fully inclusive and knows how to connect with students on a personal level
- Someone who is organised, approachable, respectful, and able to take charge

The Most Important Qualities for the New Principal

- Someone who is always wanting to strive for the best or better
- Someone who is down to earth and is able to make connections with students and teachers
- Someone who listens to students and learns about our personalities
- Someone with a keen ear for the student voice, and cares for the school both in educational and personal development of students



Parent/Whānau Consultation

Parents/whānau were asked a number of questions about what sets their school apart and what their ideal Principal would look like. Where possible, we have used their own words in capturing themes.

What Sets Us Apart

- The Catholic character and faith, helping children to be well rounded and kind
- The small school community feel and family atmosphere
- Everyone knows everyone – pupils are names, not numbers
- Teachers encourage student strengths and abilities
- The school has a lot of heart, where students care about and look out for each other

What JP11 Does Well

- Education is tailored to individual needs of students to reach their full potential
- Students are provided with many opportunities for success
- Staff who genuinely care, are approachable and dedicated
- Providing a good education to Coast students and promoting excellence
- Students take great pride in their school and it has a strong public image

To Lead JP11, the Board Want Someone Who ...

Skills and Personal Attributes:

- Is enthusiastic, charismatic, encouraging and has a sense of fun
- Is an excellent communicator, flexible and respectful
- Makes decisions based on best practice, guidelines and collaboration
- Has integrity, empathy, courage and resilience

Working Style:

- Practices what they preach and leads by doing
- Is relaxed and down to earth, but has professional boundaries
- Has a modern viewpoint, a positive outlook and community focus
- Develops meaningful, authentic connections with staff and students

Knowledge and Experience:

- An experienced Secondary School Principal or DP
- Is knowledgeable about curriculum, educational systems, NCEA and Catholic Education
- Has experience communicating with MoE, Boards, teachers, students and whānau
- Has proven success in leading teams and achieving set goals

Philosophy:

- Has a strong grounding in the Catholic faith
- Has a love of teaching and a genuine interest in the education of young people
- Leads students to believe in themselves and be successful in their chosen pathways
- Someone who is ready to settle and be active in the school and wider community

Staff Consultation

Staff were asked a number of questions about what sets their school apart and what their ideal Principal would look like. Where possible, we have used staff members' own words in capturing themes.

What Sets Us Apart

- Our size, our community and our connectedness
- We are family and we look out for each other
- The special character of the school, where faith is at the heart of who we are
- Strong relationships between staff and students
- Student achievement in all areas

What JP11 Does Well

- Providing a family atmosphere where all are cared for
- Supporting students and providing opportunities for them to achieve their goals
- Students have a great reputation in the community
- Showing students that there are no barriers unless you make them
- Staff genuinely care about the welfare of their students

To Lead JP11, the Staff Want Someone Who ...

Skills and Personal Attributes:

- Is dynamic, calm and dependable with a good sense of humour
- Is clear and effective in their communication
- Is friendly and personable, with a mixture of affable and stately
- Has personal Integrity, self-awareness and empathy

Working Style:

- Is prepared to lead by example and is hungry for the school to succeed
- Is an active participant in school life and the community
- Is a strong Manager, able to make tough decisions under pressure
- Is collaborative with staff, actively listening and following through on outcomes

Knowledge and Experience:

- Is an experienced teacher, with a proven track record as an AP/DP or Principal
- Has knowledge of their own capabilities and can learn from mistakes
- Has experience in leading teams to success
- Has a solid understanding of the curriculum, and the Ministry of Education

Philosophy:

- Has strong faith and is living the Catholic values
- Is committed to the students and whānau; people are the priority
- Has moral purpose and mana

Board Consultation

The Board were asked a number of questions about what sets their school apart and what their ideal Principal would look like. Where possible, we have used Board members' own words in capturing themes.

What Sets Us Apart

- Spiritual, intellectual and a mental growth mindset
- The Catholic character and faith-based education
- We are a small school that cares and has a family feel
- Students are encouraged to reach their full potential in a friendly inclusive setting

What JP11 Does Well

- Supporting students to be the best they can be
- Students and whānau who are proud of their school, its motto and status
- Success across the board – academic, sporting and cultural
- A tight-knit community that includes the personal touch

To Lead JP11, the Board Want Someone Who ...

Skills and Personal Attributes:

- Has leadership skills with the ability to adapt and innovate
- Is kind, with a calm and friendly demeanor and a bit of humour
- Is stimulating, charismatic, welcoming and humble
- Has strong communication skills, who listens and hears
- Has strong problem solving skills and a strategic viewpoint

Working Style:

- Leads by example and is inspirational
- Has a management style that values and uplifts others while being decisive and effective
- Is excited to commit to the wider community, understanding that it is a lifestyle, not just a job
- Puts students first and is able to identify and work to staff strengths

Knowledge and Experience:

- Theology and educational leadership within secondary schools as a DP or Principal
- Has significant knowledge of systems and processes within the Education system
- Abundant professional experience

Philosophy:

- Focusses on the attributes of Christ and Godlike qualities
- Believes everyone has a place in society and celebrates all successes, large or small
- Believes in the school, community and Catholic faith
- Values everyone and understands success looks different for each individual