



Cheviot Area School

Student Consultation

Students were asked to paint a picture of what makes a good Principal or what they would like to see in their new Principal. The following pages show their contributions – all in their own words.



What do you wish for in a Principal?

Junior School Responses

**Helps
students
in need**

**Someone
we can
trust and
talk to**

**Is at the
school a
lot**

**Is
respectful
of
everyone**

**Has
connections
with other
schools and
opportunities**

**Is
someone
to look up
to**

**Knows
different
languages**

**Looks
forward to
the future**

**Has a laugh
and a joke
with other
students**

**Knows
my
name**

**Is
sporty**

**Is honest
and has a
nice
character**

**Looks
after the
school**

**Helps in the
community**

**Someone
who cares
about us**

**Helps if we
don't know
something**

**Plays a
musical
instrument**

**Is nice
to be
around**

What makes a great Principal?

Junior School Responses

**Helps
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**Someone
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**Helps in the
community**

**Someone
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about us**

**Helps if we
don't know
something**

**Plays a
musical
instrument**

**Is nice
to be
around**

What qualities are important for your new Principal?

Senior School Responses

**Is
open-minded,
honest and
fair**

**Has a good
mindset, is
creative and
confident**

**Thinks
ahead to
the future**

**Creates equal
opportunities
for all
students**

**Is a
community
person**

**Is seen in the
school, is a
neighbour and
in the
community**

**Talks to
parents**

**Treats others
in the same
way they want
to be treated**

**Is connected
to the
students**

**Is open
to
change**

**Has good
ideas for
outside the
classroom**

**Visits our
sports games
like rugby and
netball**

**Is
approachable
and says 'hi!'**

**Is a good
representative
of the school**

**Lives
Locally**

What qualities are important for your new Principal?

Senior School Responses

**Is passionate
about being
here**

**Someone
that is
futuristic**

**Thinks
about
children's
feelings**

**Gets out
there in
the school**

**Someone
interested in
art - singing,
drama, acting**

**Someone who
sorts out
problems and
listens to you**

**Understands
what it is like
to be a kid**

**Respects
our
cultures**

**Lives in the
community
and knows
everyone's
parents**

**Is fun and
serious at
the same
time**

**Follows
through
on their
promises**

**Knows
my
name**

**Someone who
plans day
trips, field
trips or camps**

**Good with
money and
fundraising**

**Someone that
likes sports
and can run
activities**

**Gives us a
helping
hand**

**Someone who
is ready to
start new
projects**

**Is good at
leading
assemblies**



Cheviot Area School

Parent/Whānau Consultation

Parents/whānau at Cheviot Area School have outlined what sets their school apart, and what they see as the key skills, personal attributes, experience and community 'fit' needed to lead their school. Catalyst for Change has themed their responses, using their own words to paint a picture of what they are seeking in their new Principal.

What makes Cheviot Area School your school of choice?

- **Local School:** It is the local school, so it is close, convenient and in walking distance.
- **Student Community:** Being a small community, it is great to have all of the children together in the one school, from Year 1 – 13.
- **Community:** The children are able to be part of a community where they interact with all walks of life. The community is awesome and rallies behind the school.
- **Teachers:** The great teachers that teach at Cheviot Area School.
- **Rural Setting:** The rural setting and beautiful natural environment.

What is Cheviot Area School doing well?

- **Teachers:** Teachers who are kind, caring, passionate and want to see children succeed. The student-teacher ratio in the small classes allows for teachers to really get to know students and meet their needs.
- **Sports:** The strong opportunities in sports that are offered.
- **Te reo and tikanga:** Teachers who are committed to introducing the true history of New Zealand, te reo in classrooms, and getting mana whenua into the school to help with the direction.
- **Culture:** The welcoming environment, where children feel safe. Senior students are treated as part of the family and have a reciprocal relationship of respect with their teachers.
- **Environment:** The beautiful space for children to play and learn.
- **Community Connection:** Strong communication between the school and whānau, and opportunities for parents to get involved.
- **Board:** A strong BoT who work hard for the school and students.

If an article were to be written about your school in 5 years' time, what are the achievements, contributions, and direction you would like to read about?

- **New Principal:** The new Principal has been extremely successful in introducing and implementing some innovative initiatives, is very connected with students and staff, and has the full backing of the community.
- **Ethos:** There is a strong ethos that has been built around fairness, community and openness.
- **Culture:** There is a supportive learning environment for everyone. Teachers, whānau and students are proud to be a part of the school community.
- **Achievement:** Children are achieving well and are happy to learn and be at school.
- **Curriculum:** Teaching and learning programmes are structured, get the basics right, and prepare students completely for their futures.
- **School Roll Growth:** The school roll is growing, especially in the Senior School, allowing more and more opportunities to be provided for students.
- **Whānau Connection:** Parents are included in their child's learning at school, know how to support them, and utilise whānau expertise to offer more opportunities for students. The school gets behind all things in the community, and builds a wonderful culture throughout the region.
- **The Place to Be:** Cheviot Area School is known as a place where parents, students and staff all want to attend – it's the place to be and the hub of the community.

With this vision in mind, what do you see as the key elements a Principal would require to successfully lead your school? Parents/caregivers are looking for a leader who ...

- **Skills:**
 - Has strong leadership and management skills
 - Is a strong communicator and listener, and has the ability to deeply engage with all in the community, including farmers and iwi
 - Is organised, leads by example and gets things done
 - Is a problem-solver and strong decision-maker
- **Personal Qualities:**
 - Is approachable, visible, lives in the community and wants to know our families
 - Is friendly, kind, supportive and fun
 - Leads with integrity, has strong family values and motivates others
 - Has a vision for the school, with the ability to adapt and innovate
 - Loves the outdoors and the country way of life
 - Is resilient but reflective, balanced and unwavering
 - Is passionate about young people being the best they can be
- **Knowledge and Experience:**
 - Has leadership experience as a Principal or Senior Leader, but most importantly, has a big heart for the school, whānau and community
 - Understands what it means to be a rural area school, and understands the community
 - Has excellent curriculum and teaching knowledge, as well as understanding of pedagogy and assessment
 - Is strong in business management and understands finances, especially funding
 - Understands how to improve educational outcomes for all children



Cheviot Area School

Staff Consultation

Staff at Cheviot Area School have outlined what sets their school apart, and what they see as the key skills, personal attributes, experience and community 'fit' needed to lead their school. Catalyst for Change has themed their responses, using their own words to paint a picture of what they are seeking in their new Principal.

What makes Cheviot Area School your school of choice?

- **Collaboration:** A good level of team teaching across age groups and good collaboration and communication amongst staff.
- **Student Catchment:** The Year 1 – 13 range in year levels and the diversity that an area school offers. The small size, rural setting and community feel.
- **Culture:** The helpful and friendly staff. There are plenty of opportunities to grow practice and staff are constantly challenged to upskill and take on extra responsibility.
- **Connection:** Some have lived in the area for generations and want to continue to give back to the community that holds a special place for them.
- **Community:** The community who are connected to the school and passionate about their children's learning and opportunities.

What is Cheviot Area School doing well?

As well as the above, staff also commented on the following areas of strength:

- **Experiences/Opportunities:** Practical outdoor experiences offered to children, and a wide range of opportunities for students.
- **Culture:** All students are made to feel welcome and included, and teachers adapt their teaching to the needs of the child.
- **Curriculum:** Teachers offer a wide, varied and interesting curriculum to students.
- **Environment:** Fantastic school grounds.
- **Teachers:** Exceptional teachers who are very passionate about their students and their subjects. Staff have fresh ideas and are enthusiastic.

If an article were to be written about your school in 5 years' time, what are the achievements, contributions, and direction you would like to read about?

- **Senior School:** More students are staying on at school for their Senior Years, and this has allowed for more opportunities and subject options to be provided.
- **Teaching and Learning:** Teaching and learning has been further personalised for all students, through EOTC, programmes of learning, learning support options, and amazing resourcing.
- **Community:** The school is truly the hub of the community, with connections strengthened through community service, barbeques, musical productions, kapa haka and other community events. The strengths of whānau are utilised in the school community to offer more and varied opportunities for students.
- **Grounds:** The school is looking fresh with updated classrooms, the new playground is wonderful, and the grounds reflect the passion and love that students, whānau and staff have for their school.
- **Opportunities:** Students are offered more and more opportunities, and have the option to try many new practical subjects and academic opportunities. Music tuition and dramatic productions are celebrated.

With this vision in mind, what do you see as the key elements a Principal would require to successfully lead your school? Staff are looking for a leader who ...

- **Skills:**
 - Leads by example and is a fair and strong leader
 - Is a strong communicator
 - Is a critical thinker, problem solver, and decision maker
 - Is organised and has good time management
- **Personal Attributes**
 - Is trustworthy, honest and reliable
 - Is friendly, encouraging and respectful
 - Is calm, caring and compassionate
 - Is approachable, has an open-door policy and builds relationships with students, whānau and staff
 - Is available to staff, whānau and children, and knows their names
 - Motivates others to reach their full potential, whether it be staff or students
- **Educational Philosophy**
 - Is community focussed, and involves whānau in teaching and learning
 - Is informed by evidence-based best practice and is willing to lead change to keep the school up to date
 - Offers students the chance to find what lights their learning fuse
 - Understands that there is no community without unity
 - Is student centred and understands that teaching and learning is not 'one size fits all'
- **Knowledge and Experience:**
 - Has experience in leadership or as a Principal, and has experience in rural schools
 - Is committed to living in Cheviot, and is excited to be a part of the community
 - Has thorough curriculum knowledge and understanding in a Primary and Secondary setting
 - Is experienced in personnel and financial management
 - Understands the complexity of funding an Area School



Cheviot Area School

Board Consultation

The Board of Cheviot Area School have outlined what sets their school apart, and what they see as the key skills, personal attributes, experience and community 'fit' needed to lead their school. The Boards' own words have been used where possible to paint a picture of what the Board are seeking.

What do you see as the key elements a Principal would require to successfully lead your school?

The Board are looking for a leader who ...

Skills and Personal Attributes

- Is a strong and present leader, who is available to all, and brings out the strengths in staff
- Always presents themselves respectfully and professionally
- Is a dynamic, out-the-box thinker and can create opportunities for funding
- Is organised, and manages their time well
- Is a strong communicator, encourages open dialogue, and keeps stakeholders included through the decision-making process
- Leads and fosters a positive school culture, with meaningful whakatouki and clear leadership and support
- Does not shy away from difficult conversations
- Takes pride in what they do

Knowledge and Experience

- Understands the school community, and lives in the area. The new Principal should be immersed in the community.
- Has experience reporting to the Board, is always prepared, gives factual assurances and curriculum reports, works collaboratively, and is an effective liaison between the Board and Staff.
- Has experience in establishing strong systems and following these.