



## **St Martins School Staff Consultation**

The Staff of St Martins School have been asked about their hopes for the future of the school, and the skills and attributes that they would like to see in their new Principal. The following ideas were themed and grouped from a survey sent to all staff of the school. Their own words are used where appropriate.

### **The Future of St Martins School**

In 5 years' time, how do you think the St Martins School community will be different from how it is now, and how does this affect the characteristics we should look for in a new Principal?

The staff sees...

- A more culturally diverse community, requiring a Principal who has cultural sensitivity and knowledge of Māori culture and language.
- A parent community who are at work more, requiring a Principal who is proactive in engaging parents and making things happen for students at St Martins.
- The rebuild being completed, requiring a Principal who supports staff through the change, is adaptable, and listens to staff about what works and what does not with the new learning environment.

### **St Martins School Now**

What makes our school stand out and what sets us apart from other schools?

- The strong performing arts programme, and wide range of opportunities for students in sport, music and arts.
- The quality of staff who are highly skilled, experienced, professional, friendly, passionate and inclusive.
- The connection between the school and the supportive and smart community.
- The wonderful students who are well rounded, and who have fun and are engaged with their learning.

What is St Martins School doing well?

- Innovative curriculum delivery, with high expectations and achievement especially in relation to core subjects.

- A strong focus on mental wellbeing, keeping staff and student wellbeing at the forefront and ensuring responsiveness to need.
- Programmes such as Garden to Table, Eco Action and Education Outside the Classroom.

### **The New Principal**

In thinking about your future Principal, what strengths or skills do you see as most important?

#### *Skills, Attributes and Values*

- A strong natural leader with exceptional people skills, who is future focussed and communicates with the community.
- The ability to build strong relationships and engage, inspire and unite staff, parents and students.
- An approachable Principal who is caring, honest, and supportive of staff and listens to their ideas.
- A Principal who is respectful of all staff, parents and students, who believes in student potential, and who upholds the St Martins School values.

#### *Experience and Knowledge*

- A Principal with experience in a school of a similar size, and previous experience as a leader or manager.
- Knowledge of current teaching and learning practices, Modern Learning Environments, and of curriculum requirements.
- Knowledge and familiarity with the St Martins school community.

Above all, the staff seek a Principal who is visible and actively involved in the school, who brings fresh new ideas to build on the foundation that has already been established.