



Trustee News

October 2016

14 October 2016

Tēnā koutou katoa

As you will be aware, with Mike McGimpsey's resignation, your Board of Trustees has been busy recruiting a new Principal.

As the Preface of the NZSTA booklet, *Guidelines for Board of Trustees – Principal Appointment* says, "Of all the processes undertaken by the board of trustees none is more critical nor has more potential for success than the process of appointing a principal of the school. It would be irresponsible to underrate the importance of this one single appointment. The reputation of the school rests on the shoulders of the professional leader and day-to-day manager embodied in the role of the principal."

Yes, it has been quite a daunting challenge, but we have treated the appointment process with the consideration and time that it deserves. Since the last Trustee News in August, the board, (except Mike Gimpsey as the leaving principal, and Tony Austin staff rep who was applying for the role) has:

- Taken on board the feedback from parents, whanau, staff and students to develop the person specifications and compile an application pack.
- Advertised the job nationally and received a healthy number of applications, which were shortlisted by the board before the holidays.
- Engaged an education consultant to review the shortlisted candidates' CVs and conduct phone interviews to endorse that they were suitable for interviews. This was done over the recent holidays.
- Interviewed the shortlisted candidates. The interview panel was made up of board representatives (Chris Montgomerie, Tamsin Wilkins and John Denton) and Sandy McCallum, principal of Mt Cook School acting as an independent advisor.

The board met last night, and the interview panel recommended that we offer the role to Tony Austin. We are delighted that he has accepted the offer and look forward to working with Tony in the coming years.

Those of us who have worked with Tony or seen him in the classroom will know that he is passionate about education, and about Kilbirnie School. As deputy principal he has led much of the recent work on the school vision statement and graduate profile, and on future focused teaching and learning.

Tony is an innovator and collaborator, and he demonstrated to the interview panel that he thinks deeply about learning – something that is very important as the leader of a school. As added reassurance, our independent advisor said that he was an outstanding candidate when held up against other candidates for principal roles that she has interviewed recently.

We have a board meeting coming up on 31 October, when we will be concentrating on other school business. We will issue another short Trustee News prior to this meeting to advise the issues we will be covering.

Ngā mihi

Chris Montgomerie
Chair

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