

## Your personalised 'Professional Learning Plan'

Designed specifically to cater for the unique nature of Deputy Principals and Associate Principals, the Professional Learning Plan allows you to:

- Record and manage your reflections. You are able to hide selected reflections you wish to remain confidential whilst allowing other selected reflections to be read by those you choose to share with;
- Record your goals and link individual reflections to them, the 4 areas of Practice (Culture, Systems, Pedagogy and Partnerships & Networks) and the 2 key Leadership Activities (Problem Solving and Leading Change). As you gather reflections over time a specially developed filter allows you to easily manage and sort reflections by goal, each area of practice and each leadership activity.
- Seek specific feedback on selected goals with anonymous feedback automatically saved with dates; and
- Save important documents in support of reflections and inquiries in a File Saving Gallery.

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## Investment

What will the investment be for my School?

For Current Members of InterLEAD Connector™  
**\$200.00 per annum +GST**

For Non-Members of InterLEAD Connector™  
**\$295.00 per annum +GST**

*Keep informed... sign up through our website to receive our newsletters and be kept up to date with other programmes in your region.*

*Email [reflector@interlead.co.nz](mailto:reflector@interlead.co.nz) or learn more at [www.interlead.co.nz](http://www.interlead.co.nz)*

## Would you like to know more?



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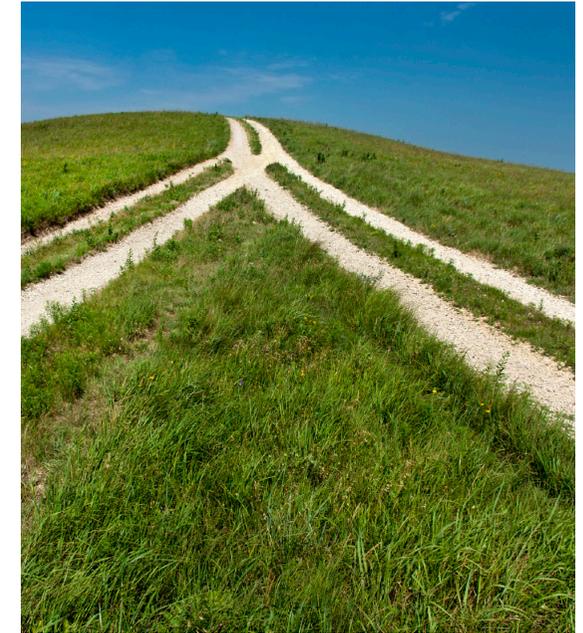
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Intentionally influencing people, culture and student achievement through precise and insightful leadership

DEPUTY PRINCIPAL AND  
ASSOCIATE PRINCIPAL

**Leadership Reflector™**



Connecting leaders with those they lead



## Good news...

Two years after launching In InterLEAD Connector™ for teachers, we were delighted to add the Deputy Principals and Associate Principals (DP/APs) Leadership Reflector™ to our on-line stable of tools for school leaders.

The Leadership Reflector™ for DP/APs is an innovative and incredibly flexible school leadership and management tool designed for busy school leaders seeking to optimise their ability to influence people, organisational culture and student outcomes. Providing a cutting edge 21st century approach to leadership appraisal the DP/AP Leadership Reflector™ is designed to honour Deputy Principals and Associate Principals as responsible, highly valued and trusted professional knowledge workers operating in a wickedly complex workplace environment alongside Principals.

Offering an alternative to expensive (and sometimes unintentionally meddlesome) external Leadership Appraisal, the Deputy Principals and Associate Principals Leadership Reflector™ allows you to obtain rich data on your leadership and management functions as and when you want.

## In a nutshell

- The Leadership Reflector™ is an extremely simple, fully integrated, multi-purpose on-line leadership and management development tool. Using the Kiwi Leadership Framework as a starting point and incorporating New Zealand and international research on educational leadership, the system allows you to:
- Develop the language of Principalship - strategically prepare and plan for Principalship (if this is what you seek) by developing knowledge, insights and skills specifically relating to the role;
- Access real time data on your leadership from whom you want, when you want and on what you want multiple times throughout the year (including your goals);
- Take control of your leadership development (and appraisal) whilst reducing dependency on external consultants;
- Confidently move with your Principal towards leadership Self Appraisal cycles;
- In one place, gather, record and generate evidence in support of your career advancement;
- Differentiate your development - focus with precision and with insight on areas you are targeting whilst ignoring other, less important areas within your leadership and school's development;
- Over each year accumulate at your own speed insights into your leadership with data gathered contributing to a full report designed to assist your professional reflection and inquiry at the end of each appraisal cycle which satisfies ERO; and
- Access accumulated data presented in up to 16 easy to read dials focusing on your selected areas of leadership and with written feedback displayed anonymously and with dates.

## How does it work?

At your leisure throughout the year you are able to seek feedback on 120 vital leadership practices for Deputy Principals and Associate Principals spread across six sections:

1. **Areas of Practice**  
Culture, Pedagogy, Systems, Partnerships and Networks
2. **Key Leadership Activities**  
Leading Change and Problem Solving
3. **Modelling of the Key Competencies**  
Managing Self, Relating to Others, Thinking, and Participating and Contributing
4. **Leadership Qualities**  
Manaakitanga, Pono, Ako and Awhinitanga
5. **Student Voice**
6. **Special Character (Optional)**

You select who you wish to receive feedback from and you set deadline dates. You even decide the sections you want to receive feedback on. It means you are in the cockpit and you are in control making crucial choices and decisions around your leadership and management of your school.

All feedback is gathered on line with the assistance of e-mail prompts and automatically generated reminders. Each time you add data your summary report is updated. By the end of each appraisal cycle you have generated a comprehensive leadership report as part of your appraisal allowing you to lead with confidence any follow up appraisal conversations.

