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**Request for Referee’s Report for the position of:**

**Principal: Beachlands School**

**Confidential to the Principal, The Appointments Committee and**

**Julie Schumacher of The Education Group Ltd**

**This page is to be completed by the applicant**

Dear (name of Referee)

I am an applicant for the position of Deputy Principal at Beachlands School, and I have named you as a confidential referee. Please forward the completed referee’s report to:

**Julie Schumacher**

**The Education Group Ltd**

**PO Box 26480, Epsom, Auckland 1023**

**OR**

**admin@educationgroup.co.nz** *(preferred)*

Referee reports must be received by **1:00 pm Thursday 26th September 2024.**

Yours sincerely

Applicant

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**Referee’s Report**

**(Confidential to the Beachlands School Principal, the Appointments   
Committee and Julie Schumacher of The Education Group)**

**For: (Candidate to complete)**

|  |  |
| --- | --- |
| Name of Applicant: |  |
| Name of Referee: |  |
| Phone (Home) |  |
| Phone (work): |  |
| Phone (Mobile): |  |
| Email: |  |
| Are you prepared to be contacted by telephone or email to follow up on the information contained in this report if necessary? | Yes No |

1. **What is your relationship to the applicant? How long have you known them? What opportunities have you had recently to see them at work?**

**Please assess the applicant’s performance for each of the following selected performance indicators by placing a ✓ in the appropriate column.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Professional and Management Skills and Attributes** | Outstanding | Highly competent | Competent | Competent but with some concerns | Not Competent |
| Understands and has experience in giving effect to te Tiriti O Waitangi |  |  |  |  |  |
| Understands and lives the Beachlands school vision and FERN values |  |  |  |  |  |
| Is an experienced Primary school leader (Principal or Deputy Principal) |  |  |  |  |  |
| Knows how to build successful teams and encourages a culture that values a strong sense of “team” |  |  |  |  |  |
| Has strong relationship skills, works in a collaborative, collegial manner but can make the hard decisions when needed. |  |  |  |  |  |
| Can build strong relationships with staff, students and whānau and have a presence in our wider community. |  |  |  |  |  |
| Will attract, develop, and mentor a highly effective staff of outstanding leaders and teachers |  |  |  |  |  |
| Enjoys working with and for students, shows them deep respect and celebrates them as individuals |  |  |  |  |  |
| Values cultural diversity, can build on culturally responsive practices and will maintain our inclusive culture (promote te reo and tikanga across the school) |  |  |  |  |  |
| Is committed to evidence-based pedagogy and has an in depth understanding of the New Zealand curriculum |  |  |  |  |  |
| Uses current research and up to date informed practice to develop both innovation and improvement |  |  |  |  |  |
| Sets and maintains high expectations and commits to improved academic progress, achievement, and equity of outcomes for all ākonga |  |  |  |  |  |
| Is a passionate educator and has deep commitment to student learning and improving outcomes for all |  |  |  |  |  |
| Has proven experience in the management of a school in the areas of finance, personnel, property, health, and safety |  |  |  |  |  |
| Has strong personal values, is humble, and models ethical behaviour |  |  |  |  |  |
| Engages with students and is relaxed but also firm |  |  |  |  |  |

1. **What are the main reasons that they will stand out as being an excellent candidate for this Principal position?**
2. **What are his/her weaknesses? Or areas needing development?**
3. **If you were in our position, would you appoint them as Principal without reservation? Please supply the reasons for your response.**
4. **Any other comments that will help this Board consider this applicant?**

**Please return directly to:**

**Julie Schumacher**

[admin@educationgroup.co.nz](mailto:admin@educationgroup.co.nz)

The Education Group Ltd

PO Box 26480, Epsom Auckland 1023

**By: 1:00 pm Thursday 26th September 2024**

*Many thanks for taking the time to complete this report.*