

Professional Learning and Development Accreditation

Personal Profile

First name and Surname	Stephen Blair
Personal statement (optional)	<p>School Principal with 25 years' experience leading and managing medium to large multicultural schools. I have demonstrated strong organisational and interpersonal skills, and innovative personnel practices. Positive relationships with staff and supporting agencies have been developed and maintained. Adept at reviewing, analysing, and implementing new initiatives.</p> <p>Facilitator and consultant with extensive experience working with the Education Review Office, MOE, School Trustees Association, Multiserve Education Trust, Auckland University, school boards and management as a consultant, interventionist, mentor, appraiser, mediator and trainer.</p>

Professional Learning and Development Overview

Leadership Mentoring, Training and Support
 School Evaluation and Development Needs Analysis
 Principal Appraisal, Goal Development and Performance Evaluation.
 Board of Trustees and Principal Leadership Training and Facilitation

Professional Information

<p>Qualifications Educational Qualifications: Bachelor of Education Waikato 1980 Diploma in Teaching 1980</p>
<p>Delivery of professional learning and development Leadership Mentoring, Training and Support and Principal Appraisal, Goal Development and Performance Evaluation. Extensive experience providing tailored appraisal, development and mentoring to Principals as part of Principal appraisal and development. Mentor for the First Time Principals Programme. This role has included mentor training through the University of Auckland. My evaluation feedback from this work was always of the highest standard. Experience working with school senior management teams and BOTs in the development of strategic solutions to identified needs.</p> <p>School Evaluation and Development Needs Analysis Presently contract reviewer for the ERO - Area 2. This has allowed me to develop skills in the area of co-construction of evaluation outcomes and further development needs with schools. Experience carrying investigations for the Ministry of Education and Boards of Trustees and recommending development areas and solutions to training needs.</p> <p>Board of Trustees and Principal Leadership Training and Facilitation Boards of Trustees: School Trustees Association Trained and Accredited Board of Trustees Trainer working with schools in the Waikato / Bay of Plenty area. Successful experience working with Boards of Trustees and school management providing training to boards and clusters of boards across all National Administration Guideline areas. Curriculum and Learning Outcomes, Planning and Reporting and Self-Review, Finance and Property, Health and Safety. This has included work in "at risk" schools. Experience carrying out needs analysis and developing and delivering school specific training packages based on identified need.</p>

- **Conference presentations**
Design and presentation at NZ School Trustees Association Conference: Using data to raise student achievement.
Design and presentation to Education Review Office training day: Innovative Leadership Methods.
Delivery of workshops at the First Time Principals Programme Conference.
- **Special interest areas**
Interest and experience working in the area of inclusive special education provision with extensive experience working with ORS students in inclusive situations in my current school leadership role.
- **Memberships of networks** of expertise, boards, committees etc. applicable to the professional learning and development you are offering
Care and Protection Resource Panel: Chairperson, Child Youth and Family South Waikato Care and Protection Panel. 6 years. (I have recently relinquished this position). This panel has statutory advisory responsibilities under the Children Young Persons and Their Families Act 1989. Member of Social Worker appointment panel advisor CYF.
- Other areas:
Advisor to BOT Principal Appointment panels, including MOE funded advisory positions and private consultancy 2005 to 2016. This included personnel practices training to Boards of Trustees in quality appointment processes.

Summary of examples of practice

I am an experienced principal (27 years) with a leadership background in large, low decile, urban primary schools with a diverse cultural mix and significant numbers of Maori students. I have developed and implemented a number of innovative and successful programmes within my own school to address and improve outcomes for priority learners.

During my tenure as a principal I have worked as a facilitator on national leadership programmes and as a contractor to a number of organisations. My leadership support and development experience has been in urban, rural, small, and large primary and intermediate schools. I am experienced in working with school management and governance to evaluate, design and facilitate schooling improvement initiatives which focus on the specific needs of the school. I was a successful First-time Principal Mentor for 5 years. This gave me the opportunity to develop facilitation skills with groups of leaders and work individually with principals to attain needs base goals. I have successfully developed and delivered governance improvement programmes at a cluster and individual school level.

My strengths lie in:

- Using evidence to evaluate and identify current development needs in clusters and individual schools.
- Mentoring to strengthen leadership capability to address needs and lead change within schools.
- Facilitation of professional learning programmes for groups of leaders and schools in quality management and governance practice.
- The establishment of respectful relationships with school leaders.
- A strong commitment to equitable outcomes for all students, especially priority learner groups.

Referee One

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Referee Two

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