



Professional Growth Cycle for Principals, Tumuaki and ECE Professional Leaders

Preamble

The Professional Growth Cycle:

- reflects the profession's commitment to Te Tiriti o Waitangi and *Our Code, Our Standards, Ngā Tikanga Matatika, Ngā Paerewa*,
- is intended to create more equitable, contextually responsive access to opportunities for learning and growth than currently occurs through highly varied appraisal systems,
- promotes the use of research and frameworks while fostering new knowledge developed with colleagues about practices that make a positive difference for learners,
- encourages a collective responsibility for learning and quality teaching practice for all learners across the diverse contexts of Aotearoa.

Elements

- Principals and professional leaders** will facilitate a collective understanding of the *Standards | Ngā Paerewa* in their context and what meeting and using them in their teachers' and their own practice looks like.
- Principals and professional leaders** will plan their Professional Growth Cycle and share this with their presiding board member or ECE employer to plan how they will be supported in it.
- Principals and professional leaders** will engage in professional learning using the *Standards | Ngā Paerewa*, within a professional learning network of colleagues to develop their professional practice.
- Principals and professional leaders** will look for and engage in opportunities to receive feedback on their practice from a range of sources, including the presiding board member or ECE employer or their delegate.
- A professional learning network colleague who holds a Tūturu | Full (Category One) practising certificate will confirm annually that the principal or ECE professional leader has participated in the Professional Growth Cycle and will also provide a statement to them about whether they meet (Tūturu Full (Category One) Practising Certificate) or are likely to meet (Pūmau Full (Category Two, previously subject to confirmation) practising certificate), the *Standards | Ngā Paerewa* (but with no evidence documents for the purposes of practising certificate renewal).¹
- If in the endorser's judgment, the principal or professional leader's practice does not meet (Tūturu Full (Category One)) or is not likely to meet (Pūmau Full (Category Two)) the *Standards/Paerewa*, they will discuss this with the principal or professional leader.

¹ There will be documentation in each setting that provides visibility of the process for participation in the professional growth cycle for teachers.