

## **THE SELECTION CRITERIA : Principal Position**

Principal selection criteria need to articulate what school leaders should know, understand and be able to do. Defining what is valued in terms of effective leadership, and therefore what is to be measured, assists panel members to assess potential applicants objectively and make informed judgments on the basis of the evidence presented. The Department's *Developmental Learning Framework for School Leaders* provides a comprehensive framework of five critical domains of leadership that the Department believes captures the essential work of school leaders.

Five selection criteria have been developed based on these domains. In addition, a community criterion may be included. The selection criteria are as follows, with the first five criteria being mandatory.

### **Technical Leadership**

Demonstrated capacity to effectively optimise the school's financial, physical and human resources through sound management practices and organisational systems and processes that contribute to the implementation of the school's vision and goals.

### **Human Leadership**

Demonstrated ability to foster a safe, purposeful and inclusive learning environment, and the capacity to develop constructive and respectful relationships with staff, students, parents and other stakeholders.

### **Educational Leadership**

Demonstrated capacity to lead, manage and monitor the school improvement process through a current and critical understanding of the learning process and its implications for enhancing high-quality teaching and learning in every classroom in the school.

### **Symbolic Leadership**

Demonstrated capacity to model important values and behaviours to the school and community, including a commitment to creating and sustaining effective professional learning communities within the school, and across all levels of the system.

### **Cultural Leadership**

An understanding of the characteristics of Effective Schools and a demonstrated capacity to lead the school community in promoting a vision of the future, underpinned by common purposes and values that will secure the commitment and alignment of stakeholders to realise the potential of all students.

### **Community Criterion**

The addition of a community criterion provides an opportunity for the school council (or committee if there is no school council) to frame a criterion informed by the specific context and leadership needs of the school.