

Stage	Service criteria	Professional criteria
1 Initial principalship	Minimum of 3 years continuous service as a principal in a New Zealand State or State Integrated Secondary School	<ul style="list-style-type: none"> • Meeting the requirements of the performance review/agreement (as in clause 4.1 and 4.2) • Completion of the First Time Principals' Programme (or similar) • Participation in a professional learning and development plan which may involve (but is not limited to) mentoring, professional supervision, study or a professional learning and development project aligned with school goals
2 Experienced principal	Minimum of 6 years continuous service as a principal in a New Zealand State or State Integrated Secondary School	<ul style="list-style-type: none"> • Meeting the requirements of the performance review/agreement (as in clause 4.1 and 4.2) • Participation in a professional learning and development plan that demonstrates professional growth, including pedagogical leadership. This could be through further tertiary study/qualifications, a sabbatical project or professional learning project in own school context.
3 - Leading principal	Minimum of 9 years continuous service as a principal in a New Zealand State or State Integrated Secondary School	<ul style="list-style-type: none"> • Meeting the requirements of the experienced principal (as above) • Contribution to or leadership of a learning or professional community that contributes to the wider education sector.