**Role description: Provisionally Endorsed Consultant**

**Purpose:**

To work collaboratively with boards to provide professional knowledge and assistance, as contracted, with the board’s employer responsibilities of principal performance review/appraisal and/or principal appointment. The provisionally endorsed consultant will apply their existing knowledge of performance review/appraisal and/or recruitment to the context of principal performance review and/or principal appointment. The provisionally endorsed consultant will be working towards endorsed consultant status.

**Essential criteria:**

* Experience and expertise in school leadership/ board governance, 3+ years which has led to:
  + In depth knowledge of the NZ curriculum and or/
  + In depth knowledge of how a school board works, the role of the board and principal and their role in raising student achievement
* Related experience in performance reviews and recruitment (non-principal)
* Demonstrated ability to work collaboratively with boards and school leaders
* Ability to demonstrate robust process through documentation (NZSTA templates or own template)
* Excellent references and reputation from boards and within the sector

**Desirable:**

* Some experience conducting principal appraisals and appointments
* Experience across all NZ sectors: primary, intermediate, secondary, area school
* Experience in special character schools
* experience in kura kaupapa Māori
* Knowledge of te reo Māori
* Current registration and practising certificate
* Relevant sector roles: ERO/MOE/LSM/NZSTA provider/ FTP mentor

**Requirements to maintain provisional or upgrade to endorsed status:**

* Adhere to the Agreement for NZSTA Endorsed Consultant Status
* Annual evaluation to renew provisional status or undertake interview, submit documentation and references of provisional year/s to upgrade to Endorsed status
* Use of NZSTA or approved documentation
* Participation in networking and professional development activities
* Continue to meet the essential criteria