

# National Professional Standard for Principals

Exposure Draft

Frequently Asked Questions

July 2011

aitsl

Australian Institute  
for Teaching and  
School Leadership  
Limited

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# Frequently Asked Questions

## 1. What is the National Professional Standard for Principals?

The National Professional Standard for Principals (the Standard) is a public statement which sets out what principals are expected to know, understand and do to be effective principals of 21st century schools.

The Standard is represented as an integrated model that recognises all good leaders share common qualities and capabilities which are expressed as three leadership requirements. Principals draw upon these three leadership requirements within five areas of professional practice.

The Standard gives expression to the leadership, educational and management requirements and practices of principals. It makes explicit that quality school leadership is important to student learning, the teaching profession and the broader community.

## 2. Why was a National Professional Standard for Principals developed?

A Standard is a means by which a profession defines itself. A Standard has a unifying role and is a basis for public confidence and respect.

The national focus of the Standard provides an opportunity for members of the education profession - irrespective of sector, level of schooling, geographic, economic or social context or jurisdiction - to describe the professional practice of effective principals and to make it accessible and meaningful to others.

The Standard is the first nationally agreed standard for Australian principals.

## 3. How will the National Professional Standard for Principals be used?

The Standard can be used to build the quality and capacity of principals across Australia to lead learning by:

1. providing a framework for professional learning
2. guiding self-reflection, self-assessment and development
3. guiding the management of self and others.

It will assist in attracting, preparing, developing and supporting principals for leading 21st century schools.

The Standard provides a basis for the broader Australian community to understand the scope and complexity of a principal's work.

# Frequently Asked Questions

## 4. How was the National Professional Standard for Principals developed?

The development of the Standard was an iterative process involving research, consultation with stakeholders, drafting, critical review and feedback and testing through application and implementation.

Timeline	Phase
Early 2010	Research
September - October 2010	Drafting
Late October - November 2010	Critical review and feedback
December 2010	Exposure draft of the Standard approved for release by MCEECDYA
February - May 2011	Pilots to test authenticity, usefulness and value-add
June - July 2011	Refinement and launch of the Standard

The development of the Standard built on, and added value to, existing standards and frameworks developed by education jurisdictions and professional bodies.

Regard was also being given to the *Melbourne Declaration on Educational Goals for Young Australians*, the National Productivity Agenda and the collaborative COAG arrangements and agreements including the National Partnership on Improving Teacher Quality.

## 5. Who was involved in developing the National Professional Standard for Principals?

The Australian Institute for Teaching and School Leadership (AITSL) led the development of the Standard in collaboration with the profession, education jurisdictions, education unions, professional bodies and other key stakeholders.

The Institute's responsibility to lead this work is outlined in its letter of expectation from the Commonwealth Minister for Education on behalf of the Ministerial Council for Education, Early Childhood Development and Youth Affairs (MCEECDYA).

An expert steering group comprising representatives from approximately 30 stakeholder groups provided expertise and guidance at key stages of the development of the Standard. Members of the expert steering group are at Attachment 1.

United Kingdom leadership expert, Professor Dame Patricia Collarbone, in collaboration with AITSL, drafted the Standard reflecting extensive and in consultation with key stakeholders.

A panel, comprising Australian school leadership and standards experts and members of the AITSL international advisory panel critically reviewed and benchmarked the content of the refined draft standards. The members are listed at Attachment 2.

Nine organisations including employer bodies and national professional education organisations worked in partnership with AITSL to conduct a series of pilot studies to test the authenticity, usefulness and value-add of the exposure draft of the Standard from February to May 2011. The organisations are listed in Attachment 3.

Endorsement of the Standard at key stages was sought from the AITSL Board, the Australian Education, Early Childhood Development and Youth Affairs Senior Officials Committee (AEEYSOC) and MCEECDYA.

# Frequently Asked Questions

## 6. What did the Pilot Studies involve?

Pilot studies were undertaken from February to late May 2011 with the purpose of:

- testing the authenticity, usefulness and value-add of the Standard for the intended purposes, audiences and in different Australian contexts
- contributing to establishing a sense of ownership and national consensus about the Standard.

The pilot studies were led by employer bodies and national professional education organisations in partnership with AITSL. A list of the participating organisations is at attachment 3.

The outcomes of the pilot studies were discussed at the first AITSL Leadership Symposium which was held on 8 and 9 June 2011 and subsequently informed the refinement and finalisation of the Standard.

The findings of the pilots were made available on the AITSL website in July 2011.

## 7. How does the Standard fit with other leadership standards and capability frameworks?

Its primary focus is to provide a national framework for use in all schools and education systems.

There are currently around fifty sets of leadership standards and frameworks that have been designed and developed in Australia. The Standard acknowledges and draws on the valuable work that already has been done.

## 8. When was the Standard be finalised?

The Standard was finalised in mid 2011, prior to endorsement being gained from the Australian Education, Early Childhood Development and Youth Senior Officials Committee (AEEYSOC) and the Standing Council on School Education and Early Childhood (SCSEEC - formerly MCEECDYA) in July 2011.

## 9. Who will be involved in the implementation and application of the Standard?

Reports and the outcomes of the pilot studies are due in early June and will be used to refine the Standard for consideration by the AITSL board. Following this, endorsement will be sought from AEEYSOC and MCEECDYA.

The findings of the pilots will be made available on the AITSL website and will contribute to a national leadership forum that will be conducted by AITSL in June.

## 10. If I want more information who should I contact?

Information about the National Professional Standard for Principals is available at [www.aitsl.edu.au](http://www.aitsl.edu.au). Requests for further information and any queries about the Standard can to be sent to [principalstandard@aitsl.edu.au](mailto:principalstandard@aitsl.edu.au).

# National Professional Standard for Principals

## Attachment 1 - Expert Steering Group

	Name	Organisation
Co-chairs	Anthony Mackay	Chair, Australian Institute for Teaching and School Leadership
	Margery Evans	Chief Executive Officer, Australian Institute for Teaching and School Leadership
AITSL Board	Allan Blagaich	Australian Institute for Teaching and School Leadership
	Allan Shaw	Australian Institute for Teaching and School Leadership
Education jurisdictions including leadership institutes	Ann McIntyre	NSW Department of Education and Communities <sup>1</sup>
	Bruce Armstrong	The Bastow Institute, Victorian Department of Education and Early Childhood Development
	Stephen Brown	Queensland Education Leadership Institute
	Ken Collier	Queensland Department of Education and Training
	Lindsay Hale	Western Australia Department of Education
	Kaye Johnson	South Australian Department of Education & Children's Services
	Jayne Johnson	Australian Capital Territory Department of Education and Training
	Kevin Gillan	Northern Territory Department of Education and Training
	John Ewington	Tasmanian Department of Education
	Mary Oski	Catholic Education Office (Melbourne)
	Ken Avenell	Catholic Education Office (Brisbane)
	Lynne Guthridge	Independent Schools Council of Australia
Sally Ruston	Independent Schools Council of Australia	
Indigenous education representative	Sharon Grose	Stronger Smarter Institute
National principal associations	Simon Murray	Association Heads of Independent schools
	Norm Hart	Australian Primary Principals Association
	Sheree Vertigan	Australian Secondary Principals Association
	Fiona Forbes	Australian Special Education Principals' Association
	Daryl Hanly	Catholic Secondary Principals Australia
National education bodies	Margaret Clark	Australian College of Educators
	Jenny Lewis	Australian Council for Educational Leaders
	Liz Furler	Principals Australia
	Dr Barbara Watterston	Centre for Strategic Education
Education Unions	Peter Hendrickson	Australian Education Union
	Chris Watt	Independent Education Union of Australia
Australian Government	Margaret Banks	Department of Education, Employment and Workplace Relations
School leadership and standards expertise	Professor Steve Dinham	Melbourne University
	Professor Geoff Scott	University of Western Sydney
Writer	Professor Dame Patricia Collarbone	Director, Creating Tomorrow, UK

<sup>1</sup> was NSW Department of Education and Training

# National Professional Standard for Principals

## Attachment 2 - Expert panel

Professor Geoff Scott, Pro-Vice Chancellor (Quality), University of Western Sydney, Australia

Professor Stephen Dinham, Chair, Teacher Education and Director, Learning and Teaching, University of Melbourne, Australia

Dr Sandra Stein, CEO New York City Leadership Academy, United States of America

Steve Munby, CEO National College for School Leadership, United Kingdom

Dr David Ng, Dean of Leadership Training, National Institute for Education, Singapore

Professor Phil Hallinger, Hong Kong Institute of Education, Hong Kong

Professor Viviane Robinson, University of Auckland, New Zealand

Professor Kenneth Leithwood, Ontario Institute for Studies in Education, Canada.

## Attachment 3 - Organisations leading pilot studies to test the exposure draft of the National Professional Standard for Principals from February to May 2011.

Australian Council for Educational Leaders

Australian Council for Educational Research

Charles Darwin University, Centre for School Leadership, Learning and Development

New South Wales Department of Education and Communities

Principals Australia

Rural Education Forum Australia

South Australian Department of Education and Children's Services

Tasmanian Department of Education

Western Australia Department of Education

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