



Victorian Principals Association

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VPA Position Paper

Principal Selection

Purpose

The Victorian Principals Association (VPA) calls for increased transparency and standardised procedures that encourage participation by experienced and practising principals in all panels formed to select principals to fill substantive, school-based positions.

Background to the VPA Position

The VPA position has been determined in the following context:

- SARPPS often have 2-3 panels per Term.
- Availability of training is inconsistent across regional areas.
- Confusion over the structure of the various panels; SARRP, 2 SC Reps, PCO, Staff Rep
- Concerns over potential conflict of interests when a member sits across a number of panels.
- Diversity seems not to be valued in favour of bureaucratic compliance.
- A lack of communication in relation to which practising principals have been participating in panels within particular Regions and Networks.
- An apparent lack of process for the selection of principals other than SARRP.
- Selection criteria for principal class positions is outdated and too generic
- A deficiency in succession planning and incentives is causing a lack of quality applicants for positions.

VPA Position

The VPA advocates for:

- Clear and transparent guidelines outlining all aspects of panel composition and expected timelines and workload. This includes extensive training, research, reference checks, group dynamics and panel structure.
- Equal opportunity for interested, practising principals to have an opportunity to be part of a selection panel.
- The selection criteria for principal class positions to be collaboratively updated, to reflect our current educational climate logically in alignment with the national Principal Standard. An option to include at least one approved local selection criteria should be provided.
- Incentives to encourage a wider range of principals to serve as members of selection panels.
- Succession *planning* processes that clearly value creativity, initiative and diversity in the assessment of merit relative to suitability for the appointment.
- Recognition of the expertise and experience available through the VPA to provide high-level advice and assistance to support the delivery and evaluation of selection processes.
- Using the expertise of recently retired principals to coach and work part time with newly appointed principals.