

Community of Learning | Kāhui Ako Leader's Role: Appraisal Information for boards

Overview of Community of Learning | Kāhui Ako Leadership Role and the role of the board

The Community of Learning | Kāhui Ako Leadership role (leader) offers effective school leaders opportunities to build productive collaboration across the members in their Community of Learning | Kāhui Ako (Kāhui Ako), and is critical in helping the Community develop and meet its shared achievement challenges. The leader plays a key role in planning, coordinating and facilitating the work of the Kāhui Ako and the other Kāhui Ako roles.

The Kāhui Ako leader receives a salary allowance and is released from their employing board to work across other schools in the Kāhui Ako for 0.4 full time teaching equivalent (FTTE) of their role.

The employing board is provided with 0.4 FTTE release time, a travel grant and an induction and networking allowance. These are provided to assist the board meet the costs associated with the functions and duties that the leader undertakes while in the role.



What do boards need to do about the Leader's appraisal?

The employing board remains the employer. If the leader is the principal, the board will be responsible for ensuring and implementing the appraisal of the principal as per usual.

The leader will be appraised in relation to aspects of both the Kāhui Ako role and their substantive role within the home school; and for these to be integrated into one process and performance agreement. Therefore, the evidence and feedback required for the appraisal of the Kāhui Ako component of the leader's overall role will come from not only the employing home school, but from the wider Kāhui Ako.

Boards who employ a Leader must have a Leadership Role Performance Review/Appraisal Policy to ensure the process and roles are clear for all.

Where can boards find more information about this?

NZSTA and the Education Council have information for boards on principal performance review/appraisal including

- [NZSTA/Education Council Principal Performance Agreement Template and Guide](#)
- [Leadership Role Performance Review/Policy](#)
- [Principal Performance Review](#)
- [Kāhui Ako appraisal process](#)
- [The Appraisal System: What's Changed?](#)
- [Talking about appraisal with your board chair - a webinar](#)
- [Endorsed Consultants](#)

Boards can contact NZSTA's Advisory and Support Centre on (0800 782 435 Option #2) for support.

