



**CATHOLIC
EDUCATION
MELBOURNE**

Pathway *to* Principalship

Pathway to Principalship has been designed to give teaching professionals targeted support as they progress through their career – from the earliest stage of their leadership, to applying for a principalship in a Catholic school. Pathway to Principalship is offered over three developmental phases. It begins in Phase 1 with those in middle leadership and continues to support and develop deputy principals in Phase 2. Finally, it supports those actively seeking promotion to a principalship position in Phase 3.

Pathway to Principalship focuses on the development of participants across three key areas for leading in the Catholic context: **leadership, formation and wellbeing**. This professional learning opportunity enables participants to build their leadership capability and formation at a personal, school and community level. It also advocates for their overall wellbeing and that of their school community. While the pathway is delivered across three formal professional learning phases, the period between these phases is also vital in the developmental journey towards principalship.

Phase 1

Catholic Education Melbourne has partnered with the National Excellence in School Leadership Institute (NESLI) to offer [Pathway to Principalship – Phase 1](#) in 2020. Phase 1 has been designed for teachers who currently hold a formal position of middle leadership in a Catholic school and aspire to principalship. This phase is suitable for teachers wishing to explore and develop their leadership capability, formation in leading a faith community and leadership of wellbeing.

PROSPECTIVE AUDIENCE

The prospective audience for Phase 1 of Pathway to Principalship consists of teachers who:

- are enrolled in the [Middle Leadership Program 2020](#) (20LED255A) or [Women in Middle Leadership Program 2020](#) (20LED151A) professional learning sessions, or have previously completed Middle Leadership in 2019 (19LED255A)
- hold a formal position of leadership within their school
- aspire to secure a principalship later in their career
- have secured, or are in the process of securing, their [Accreditation to Teach RE in a Catholic School](#).

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Phase 2: For Aspirant Principals

Catholic Education Melbourne has partnered with the National Excellence in School Leadership Institute (NESLI) in 2020 to offer [Pathway to Principalship – Phase 2 \(For Aspirant Principals\)](#). Phase 2 focuses on the transition from deputy principal to school principal. This marks a significant change in the role and degree of influence of a school leader, including a shift in responsibility and accountability. The leadership expected of a principal surpasses that of all previous roles undertaken during the Pathway to Principalship. This professional learning opportunity aims to further the development of deputy and assistant principals who are intending to apply for principalship in the near future.

PROSPECTIVE AUDIENCE

The prospective audience for Phase 2 of Pathway to Principalship consists of teachers who:

- currently hold a deputy principal or assistant principal position
- have [Accreditation to teach RE in a Catholic School](#)
- aspire to secure a principalship.

Phase 3: Application Preparation and Support

The final phase of Pathway to Principalship is for aspirant principals who are actively seeking promotion to a principal position. Phase 3 will feature a number of workshops facilitated by experts in recruitment with deep knowledge and understanding of the principal appointment process in Catholic education. This phase focuses on key elements of written and spoken presentation, knowledge of the application process and development of personal style when engaging with others. The workshops will

guide aspirant principals who have completed Phase 2 (or an equivalent principal preparation program) in their application for principalship.

Phase 3 has been designed specifically for those who have completed principal preparation professional learning and are ready to begin their application for principalship. This phase provides support in writing applications, addressing key selection criteria and interview preparation.

PROSPECTIVE AUDIENCE

The prospective audience for Phase 3 of Pathway to Principalship consists of teachers who:

- are eligible to apply for a principalship role in the Archdiocese of Melbourne
- are actively seeking promotion to a principal position in the coming school year
- have completed Phase 2 (or equivalent)
- have [Accreditation to teach RE in a Catholic School](#).

Please note that additional information regarding Phase 3 will be advertised in Term 2, 2020.

Between Phases

Outside of the three formal professional learning phases of Pathway to Principalship, the period of time that participants spend between phases is also vital in the developmental journey towards principalship.

Catholic Education Melbourne will support the growth and development of participants during this time by helping them to identify career milestones and create a plan, as well as assisting them in mapping their journey.

Teachers who have completed Phase 1 (or equivalent) and Phase 2 (or equivalent) of Pathway to Principalship will be offered this support throughout the time they spend between phases and prior to progressing to the next phase of the pathway.