

## The new roles at a glance

New role	Focus of the role	How long will they be appointed for?	Who selects them?	What do they get paid in addition to their normal salary?	How many will there be overall?
<b>Executive Principal</b>	These will be highly-capable principals from across the country, with a proven track record of lifting achievement for all students. They will be freed up for two days a week to work with the other schools in their community. They will provide leadership across a community of schools while remaining in their own school. They will establish and work towards objectives across the community of schools. For example, an Executive Principal could support raising achievement in particular areas like maths and science. Each Executive Principal will work with around 10 schools, on average, from primary through to secondary, and support and mentor the other principals in these schools.	Fixed-term appointment for two years, which will be renewable for a further two years.	The Ministry of Education will set up an external selection panel, which will be made up of experienced and trained senior people who are knowledgeable about the education sector and leadership. Representatives from this panel will be responsible for appointing Executive Principals along with input from representatives of the local community of schools (e.g. two Chairs of Boards of Trustees). Executive Principals will be required to meet the Executive Principal Professional Standards, which will be developed by experts this year.	\$40,000 additional allowance per year.	Around 250 across the country.
<b>Expert Teacher</b>	These will be highly-capable teachers, with a proven track record. They will work with Executive Principals, and be experts in areas relevant to local achievement objectives such as maths and science. They will work with teachers, inside classrooms, including in other schools within their community, to help lift teaching practice and improve student achievement. They will be freed up for two days a week to work with the other schools in their community.	Fixed-term appointment for two years, which will be renewable for a further two years.	Executive Principals, supported by a member of the external selection panel, will appoint Expert Teachers. They will take into account input from the local community of schools. Selection includes the requirement to meet the Expert Teacher Professional Standards, which will be developed by experts this year.	\$20,000 additional allowance per year.	Around 1,000 across the country.  This equates to around 2 per cent of the current full-time teaching workforce.

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<b>Lead Teacher</b>	These will be highly-effective teachers, with a proven track record, who will act as a role model for teachers within their own and other schools in their community. Their classroom will be open for other teachers, including beginning teachers, to observe and learn from their practice.	On-going appointment but need to be assessed every three years.	Executive Principals, supported by a member of the external selection panel, will appoint Lead Teachers. Selection includes the requirement to meet the Lead Teacher Professional Standards, which will be developed by experts this year.	\$20,000 additional allowance per year.	Around 5,000 across the country.  This equates to around 10 per cent of the current full-time teaching workforce.
<b>Change Principal</b>	They will be employed to lift achievement in schools that are really struggling. Many Boards of Trustees of schools that are performing poorly want to recruit an outstanding principal to turn their results around.	The additional allowance is fixed-term for three years, and renewable for a further two years.	Change Principals will be recruited and appointed as vacancies arise by the relevant school's Board of Trustees, under the guidance of a representative from the external selection panel.	\$50,000 additional allowance per year; on top of the salary the relevant school offers.	Around 20 schools each year.

*NB: The final details of these new roles and how they will be appointed still has to be worked through with the education sector and are subject to change.*