

Preshil Principal Transition FAQs

1. Leadership Transition:

- **Who will be Principal during the transition period?** Josh will remain on as Principal right up until the end of Term 2 in 2024. Our new Principal is expected to be engaged in time for a handover process to take place to ensure a seamless transition into Term 3.
- **Will an interim Principal be appointed?** It is not anticipated that an interim Principal will be needed as we believe we have adequate time to make a permanent appointment.
- **What is the process for selecting a new principal?** Council is engaging an external recruitment firm that we have used in the past called Perett Laver to conduct a market search for suitable candidates. The role will be advertised in January 2024, with a view to an appointment decision being made by Council by the end of March 2024. The role is open to internal and external candidates and we encourage all interested applicants to apply.
- **How will the school ensure a smooth transition in terms of leadership?** Firstly, Josh will continue to be Principal and lead Preshil right up until July 2024. He and the current leadership team will continue to lead the school into 2024. A formal handover process will occur for the newly appointed Principal commencing when Josh is still here. The School Council will maintain consistent governance and oversight during the transition for both Josh and the newly appointed Principal,

2. Communication:

- **How and when will the school communicate updates about the Principal's departure and the transition process?** Immediate announcement to Preshil community of Josh's planned departure followed by Council's Information Session on Thursday 7 Dec at 7pm and then ongoing updates throughout the recruitment process.
- **Will there be a formal meeting or information session for parents to address their questions and concerns?** Yes. A forum will be held by Josh and Council at 7pm on Thursday 7 December to answer any and all questions parents and families may have on this process. It's designed to be an open conversation where any matters can be raised and discussed.

3. Impact on Students:

- **How will the departure of the Principal impact my child's education and school experience?** The transition to a new Principal will not impact the education outcomes or general school experience of our students. With Josh continuing as our Principal for Terms 1 & 2 in 2024, daily operations of the school will remain unaffected by Josh's departure and our recruitment process to find a new Principal which will be finalised as early in the new year as is practical to allow for an effective handover from one leader to the next.
- **Will there be any changes in school policies or programs due to the leadership change?** We don't anticipate any changes to school policies or programs during the transition period, other than those resulting from our usual policy review and redevelopment processes. All school projects will continue as planned.

4. School Culture and Values:

- **How will the school maintain its current culture and values during the transition?** The Values Framework and Strategic Planning that Josh has been implementing over recent months will continue as planned. There will be no change on this front as a result of the leadership transition.
- **Will the new principal be aligned with the school's mission and vision?** As these will be established as part of our ongoing Values Framework and Strategic Planning, any new Principal will be aligning to mission, vision and values therein.

5. Community Involvement:

- **Will the community have a role in the selection process for the new principal?** We will be using the community-wide feedback that has been recently captured as part of the Strategic Planning process to inform the key skills, experience and attributes of our new Principal. We expect that a successfully shortlisted candidate for Principal will also want to meet with some staff members, such as the Leadership team, before taking the role/.We are still working through this process with Perett Laver.
- **How can parents contribute to a positive transition experience for the school community?** Get in touch with us! Let us know any questions or concerns that you may have by attending the planned Parent/Families Forum held by Josh and the School Council at 7pm on Thursday 7 December. The more information the Council has from our families, the better equipped we will be to provide support and communication that provides for a positive experience.

6. Stability and Consistency:

- **How will the school ensure stability and consistency in the midst of the leadership change?** Josh will remain on as Principal for both Term 1 and Term 2 of 2024 to provide stability and consistency from a Leadership perspective. The School Council will manage a transparent and efficient process to find a replacement Principal and a full handover will occur between our incoming and outgoing leaders to ensure a smooth transition.
- **Are there plans in place to minimise disruptions in the day-to-day operations of the school?** There will be no disruptions to daily operations of Preshil as a result of this transition period. Josh and the Leadership team will all be working together until June to ensure that there is no disruption to the daily school operations of Preshil.
- **Are there any other changes that the school community should be expecting to staffing?** No, there are no other anticipated changes at this time.

7. Qualities of the New Principal:

- **What criteria will be used to select the new principal?** The School Council will work with Perret Laver to identify the most important criteria for the important role of Principal informed by a new Values Framework and a new Strategic Plan for 2024 and beyond. The Values Framework and Strategic Planning process is still in a consultation phase with community input still ongoing.
- **Will there be opportunities for parents to provide input on the desired qualities of the new principal?** School Council would firstly like all parents/families who have any questions on the process of selecting a new Principal to attend the Parent/Families Forum held by Josh and the School Council at 7pm on Thursday 7 December. This is the best opportunity for us all to discuss the process of transition and clarify any questions or concerns.

8. Transition Timeline:

- **What is the timeline for the principal's departure and the appointment of a new principal?** Josh will remain on as Principal until the end of Term 2 2024. Council will look to appoint a new Principal by the end of March 2024.
- **Will there be a formal introduction or transition/handover period for the new incoming principal?** Yes, following the appointment, a formal transition/handover process will commence for the successful candidate. It is expected that this may need to occur whilst they serve out notice in their current role. Our planning allows for this.

9. Addressing Concerns:

- **Is there a point of contact for parents who have specific questions or concerns?** Yes. Council is the point of contact (council.president@preshil.vic.edu.au) for parents/families about the change of Principal and welcomes all questions and concerns from every member of our community during this period.

10. Continued Support for Students:

- **How will the school support students' wellbeing during this period of change?** Preshil's Wellbeing Team will be available to provide support for our students during this time, as with any other time. Our Wellbeing Team will be well informed of the process as well as the potential issues our students may face during this period and are well equipped to respond and provide support.
- **Are there counselling services or resources available for students who may be affected by the transition?** Our Wellbeing Team has a range of resources available for students depending on their personal circumstances. Any student concerns will be addressed on a case-by-case basis to ensure the unique needs of the individual are taken into account. Any questions relating to student wellbeing can be directed to Student Wellbeing Leader, Natalie Kisilevich (natalie.kisilevich@preshil.vic.edu.au).