



Springboard Trust Volunteering Opportunities 2021

Volunteering Opportunities 2021

Strategic Leadership for Principals Programme (SLPP)

The Strategic Leadership for Principals' Programme is a 10-month programme that leverages cross-sector expertise to provide strategic leadership development and support for New Zealand school principals. Facilitated by senior business leaders and supported by skilled corporate Capacity Partners, the programme helps principals build robust strategic plans for their school.

Through the programme Capacity Partners coach a school principal through a Strategic Leadership programme. At the end of the programme, each principal has developed a three-year strategic plan and roadmap for his or her school, a one-year action plan, and has gained an enhanced support network of peers and business people. 93% of participating principals say the programme has a significant impact on their leadership, which contributes to strengthened teacher capacity and leadership, improved learning opportunities for students, a gain in students' knowledge and skills.

“ It's fantastic to get that lens from outside education... to get that outside perspective really makes you take a step back and really define what you are about.

SLPP principal



What you need to know - in a nutshell

- 10-month programme which runs from approx. February - November
- Time requirement in full of you will be around 40 hours over 10 months
- The outcome is stronger strategic leadership and a 3-year strategic plan for the school
- The framework is 9 workshops across 10 months
- Workshop delivery options vary by location and may include face-to-face, virtual or blended

What skills will you develop?

By coaching a school principal through the Strategic Leadership programme, Capacity Partners will also grow their own strategic leadership, strategic planning, coaching, and stakeholder management capabilities to transfer into your own workplace. You will also gain unexpected learnings from the School Principals who manage a myriad of things on a daily basis and often bring a different perspective to situations.

How are capacity partners matched to school leaders?

A capacity partner is assigned to each individual principal through a careful matching process to further support them in the process of developing useful strategic planning skills. The capacity partner coaches the principal outside of the workshops to help them produce their own strategic vision, plan and goals that will address the unique issues they face in their school. Capacity partners are drawn from a pool of knowledgeable skills volunteers with successful business or public sector leadership experience.

Time commitment

Estimated to be ~40 hours across the school year. It is encouraged that Capacity Partners participate in the workshops over the school year (facilitated by experienced senior business leaders), depending on the mode of delivery these workshops will either be online, in person or a mix of both. Debrief and mentoring sessions occur alongside this.

“ It has been a real pleasure working with those who are making the most difference to front-line education and therefore the future talent of New Zealand. We believe that by being focused, we can collectively achieve more.

Capacity Partner



The Strategic Leadership for Rural Teaching Principals Programme (SLRTP)

The Strategic Leadership for Rural Teaching Principals Programme is a 10-month programme that leverages cross-sector expertise to provide strategic leadership development and support for New Zealand rural teaching principals. Facilitated by Springboard Trust's experienced Programme Managers and supported by skilled corporate Impact Coaches, the programme helps principals, living and working in rural communities, to build robust strategic plans for their schools.

Through the programme, each Impact Coach supports a principal through a Strategic Leadership programme. At the end of the programme, each principal has enhanced their strategic leadership capability and developed a three-year strategic plan and roadmap for his or her school, a one-year action plan, and has gained an enhanced support network of peers and business people.

Each principal will also have completed a comprehensive 360° feedback process in which the coach will work with the principal to unpack the feedback, help with goal setting & work on a plan in order to achieve these.

What you need to know – in a nutshell

- 10-month programme which runs from approx. February - November
- The time requirement in full of you will be around 40 hours over 10 months
- The outcome is stronger strategic leadership and a 3-year strategic plan for the school
- The framework is three 2-day residential block courses and one final full day course alongside interactive webinars from subject matter experts and online cohort meetings. Impact Coaches are not expected to attend the block courses but are expected to attend the one day course at the end of the programme

What skills will you develop?

By coaching a rural teaching principal through the Strategic Leadership for Rural Teaching Principals Programme, Impact Coaches will also grow their own strategic leadership, strategic planning, coaching, and stakeholder management capabilities to transfer into your own workplace. You will also learn from the principals who manage a myriad of things on a daily basis and often bring a different perspective to situations.

How are coaches matched to a school?

An Impact Coach is assigned to each individual principal through a careful matching process to further support them in the process of developing useful strategic planning skills. The Impact Coach works with the principal outside of the workshops to help them produce their own strategic vision, plan and goals that will address the unique issues they face in their school. Impact Coaches are drawn from a pool of knowledgeable skills volunteers with successful business or public sector leadership experience.

Time commitment

Estimated to be ~40 hours across the school year. We encourage Impact Coaches to attend the final one day course at the end of the programme, however, there is no expectation to attend the block courses.



High Performing Leaders (HPL)

The High Performing Leaders Programme is a 10-12 week programme that leverages cross-sector expertise to provide one on one coaching for New Zealand school leaders. This programme is supported by a comprehensive 360-degree feedback process in which the coach will work with the school leader to unpack the feedback, help with goal setting and work on a plan in order to achieve these.

This programme focuses on the leader's strengths and areas of growth and is designed to support principals, senior and middle school leaders to understand how these can be leveraged in existing or future roles.

What you need to know - in a nutshell

- The programme runs over a school term
- Time requirement in full of you will be 10 hours over 12 weeks
- Programme is offered in term one, two and three
- Each term is a different engagement - so you can support in just one term or three depending on your availability
- You will work closely to coach a school leader 1:1 during this time
- The programme is focused on building individual leadership insight, capability and practice to successfully lead

What skills will you develop?

By coaching a school leader during this time, coaches will develop their coaching skills, questioning and empathetic listening skills and relationship building capabilities. 92% of coaches during 2020 have been able to apply learnings they've gained from volunteering within this programme back into their paid roles. For many of the school leaders, this is the first time they have had a whole programme focusing on them as individuals and where they want to develop within their career.

How are coaches matched to a school?

A coach is assigned to each individual school leader through a careful matching process. We understand that coaching is personal therefore we interview each school leader prior to onboarding to understand their motivations and desires for the programme. The coach works with the school leader throughout the term at a time that is convenient for both parties. Coaches are drawn from a pool of knowledgeable and skilled volunteers, who are people leaders or coaches within their current role.

Time commitment

Estimated to be -10 hours across one school term.



High Performing Leadership Teams (HPLT)

The High Performing Leadership Teams Programme is a 10-12 week programme that leverages cross-sector expertise to provide facilitation of leadership development for the senior leadership team of a school.

The programme consists of three 4-hour workshops across the term and is based on a High Performing Leadership Team framework which outlines three key elements of high performing teams:

1. A common team purpose – sharing a future focus
2. Dynamics – working effectively together
3. Mechanics – operating to get results

What you need to know – in a nutshell

- The programme runs over a school term
- The time requirement in full of you will be 16 hours over 12 weeks (including prep)
- The programme is offered in term one, two and three
- Each term is a different engagement – so you can support in just one term or three depending on your availability
- You will facilitate three, four-hour workshops across the term
- The programme is focused on building a high performing leadership team

What skills will you develop?

By facilitating leadership development workshops for school teams, you will not only practice and develop your facilitation skills, but also have the opportunity to reflect and apply the learnings within your own teams.

How are coaches matched to school leaders?

A facilitator is assigned to each school through a careful matching process. It is based on a discovery session with the team which draws out their specific leadership development needs and then facilitators with specific expertise or experience in this area are selected.

Time commitment

Estimated to be -16 hours across one school term including workshop preparation.

“ We’ve seen each other in a different light - going on this journey tapping into each other’s strengths and developing a relationship of trust, especially being able to speak in a safe forum. *HPLT principal* ”



Other Opportunities

Throughout the year we have various projects which provide more of an episodic volunteering opportunity. These range from supporting individual schools as they implement specific strategic initiatives, being a subject matter expert to help develop material or facilitate a session, working with schools to refresh their strategy or undertake annual planning, helping schools lead change or engage with their stakeholders.

They can range from 1-2 hours to longer projects across the year, dependent on school needs.

These projects allow volunteers the opportunity to support school leaders throughout the year without the full commitment of a year (or term) long programme and allow volunteers to apply their specialised expertise.

Our Partners

Springboard Trust would like to acknowledge our partners. Their ongoing support enables the Trust to deliver high-calibre and impactful programmes to New Zealand schools.

Strategic partners



Major partners



Supporting partners



To register your interest in becoming a volunteer

Contact us today

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