



Head of School Selection Criteria

Please address the following criteria in your application:

1. Vision and Values

- Demonstrated ability to lead with integrity, clarity, and purpose, aligning with Steiner educational principles.
- Capacity to articulate and implement a shared vision that inspires staff, students, and families.

2. Educational Leadership

- Proven experience in leading curriculum development, teacher mentoring, and professional learning.
- Deep understanding of Steiner pedagogy and child development.
- Ability to ensure compliance with NESA and other regulatory bodies.

3. Strategic and Operational Management

- Demonstrated capacity to oversee human, financial, and physical resources effectively.
- Experience in school governance, strategic planning, and policy development.
- Familiarity with relevant employment awards and contracts.

4. Financial literacy

- Demonstrated financial acumen, including the ability to interpret budgets, financial statements, and key performance indicators.
- Experience in working with Boards on financial strategy, risk, and compliance.
- Evidence of making resourcing decisions that balance educational priorities with financial sustainability.
- Capacity to lead within a governance framework that requires accountability for financial outcomes.

5. Community Engagement and Communication

- Strong interpersonal and communication skills, including conflict resolution and grievance management.
- Ability to foster positive relationships with students, staff, families, and external stakeholders.
- Experience in media liaison and public relations.

6. Innovation and Change

- Capacity to lead change initiatives and continuous improvement processes.
- Ability to analyse data and apply evidence-based decision-making.

7. Commitment to Steiner Education

- Demonstrated commitment to personal/professional development.
- Experience working within a collegiate governance model.

