

Professional Coaching and Wellbeing support.

From the beginning of Term 1, 2023 secondary principals can access an entitlement of up to \$6000 per annum for **professional coaching and support** for their **leadership** role. The purpose of the support is to **ensure principal wellbeing and leadership development**.

The allowance will be a line item tagged in operational funding.

What can you spend it on?

Any professional coaching that would support you in your leadership role.

Any other professional support for your leadership role that will ensure your wellbeing or leadership development.

- It needs to be delivered by a professional.
- It needs to link to your leadership role.
- It needs to ensure your wellbeing or leadership development.

Coaching needs to be delivered by a professional, so either someone who has come from the sector, or someone who has other professional qualifications eg in coaching, supervision, leadership.

Mentoring is fine if it is delivered by a professional.

Support could include professional counselling or psychologist support, or specific training by clinical professionals for example in emotional first aid or trauma response.

It could include payment for a professional to facilitate or provide pedagogical input to your professional learning network.

Incidental and related expenses

Incidental expenses such as travel for yourself are not covered. If there is a total cost for accessing professional support that includes travel for the professional delivering it then this is covered.

Can we pool our allowance?

Yes – if you want to pool your allowance to contribute to accessing professional support for example with your kahui ako colleagues or professional learning network this is fine. However be aware of the above note about related expenses.

Do we need our Board's permission?

No – you will need to sign a declaration at the start of Term 4 on the expenditure and like all public funds it will be subject to audit.

If you are using your funds as part of your professional growth cycle then this will be discussed with the presiding member as part of that process.

9 February 2023



As with all spending, you should have regard to Government Procurement Rules, follow best practice and avoid any conflicts of interest when choosing how to use your professional coaching and wellbeing support allowance.

Can we accrue it for the next year if we don't spend it all?

Only if agreed in writing with the board.

If you want to run your idea past someone you can email Advisory Officer and SPCA advocate Fran Renton on frenton@ppta.org.nz