

Katrina Kerr-Bell
16 Wycolla Avenue
St Clair
Dunedin
9012

16 May 2019

Dear Craig and the St Mary's College Board of Trustees

As a committed practising Catholic, passionate about Catholic Education, I wish to apply for the position of Principal at St Mary's College.

I have admired St Mary's College and the success the young women achieve. The Mercy Charism is one that I feel a strong affinity to, providing education aimed at empowering women to achieve their full potential in a climate of Catholic faith.

I bring to this position my strategic experience of having been a Senior Leader at Kavanagh College, 11 years experience as Chairperson on the St Bernadette's Board of Trustees, a Primary Principal, as well as experience as a HoD, Dean and within Catholic Youth Ministry.

As an optimistic and positive person by nature, I find it easy to encourage, support and lead colleagues to be positive educators. I am a calm professional who enjoys working with others and believe the way to be a great teacher and leader is through lifelong learning. I view the Principal position as one requiring a passion for Catholic education and I have a passion for the role it plays in formation and the deeper development of students faith and student success.

I was the first person in our Diocese to complete my Masters in Educational Leadership and I have encouraged numerous colleagues towards further study, especially the Masters in Catholic Educational Leadership. My role as a Board of Trustee has also given me considerable experience in the area of policies, charters and goal setting.

I am a member of the Senior Leadership Team at Kavanagh College. My role as a leader in a school and in Governance has given me a breadth of practical and strategic understanding and experience. This includes leading initiatives such as school wide Restorative Justice and a Culturally Responsive Pedagogy, especially with Pasifika and Maori. It has involved being a Professional Learning Group Leader with a group of colleagues in professional reading and working on professional standards goals and best practice.

As a Senior Leader, I believe it is important to have an unrelenting focus on student achievement and the ability to build on the school's success. A recent example in my current role was restructuring our Pastoral Systems. From the pastoral review, it was identified that there were students falling through our system. These were often quiet, well-behaved students that had been overlooked. Our Senior Leader responsibilities were restructured, an ongoing register of academic achievement was established and regular pastoral meetings dedicated to review begun. This has had very positive outcomes for students' wellbeing and academic success.

I currently also work across all curriculum areas working with staff and students to support and improve student welfare and success. I am confident with appraisal and curriculum development. I lead the guidance team, working with staff, young people and their whanau and I believe in Restorative Justice and the value it as a tool for restoring and maintaining positive relationships.

APPLICATION FOR APPOINTMENT

TO: CHAIRPERSON, BOARD OF TRUSTEES (Envelopes should be endorsed "Confidential Application")

POSITION APPLIED FOR: *Principal.*

PERSONAL DETAILS:

Name: Katrina Joan Kerr-Bell	Home Phone: 03 456 3060
Address: 16 Wycolla Avenue, St Clair, Dunedin 9012	Work Phone: 03 4773 408
	Mobile Phone: 027 3227556
	Fax:
Citizenship: New Zealander	Email: kerrbellk@gmail.com
Registration No: 180660FULL	Practising Cert. No: 180660
	Expiry Date: 7 Oct 2019

PRESENT EMPLOYMENT:

Name of Present Employer: Kavanagh College	Work Phone: 034773408
Address: Rattray Street Dunedin	
Position Held: Assistant Principal	Date Commenced: 2013

REFEREES:

Name: Georgie Watts	Home Phone: 034727454
Address: 3 Station Road, Sawyers Bay, Dunedin	Work Phone:
	Mobile Phone: 02102722154
	Fax:
Relationship to Applicant: Colleague,	Email: gwatts@kavanagh.school.nz
Name: Colin MacLeod	Home Phone: 03 4544181
Address: National Centre for Religious Studies	Work Phone: 04 819 8386
PO Box 12 243 Wellington 6144	Mobile Phone: 027 485 9238
	Fax:
Relationship to Applicant: Previous Colleague & Friend	Email: c.macleod@tci.ac.nz
Name: Kate Hesson	Home Phone:
Address: 21 Sandringham Street, St Clair, Dunedin	Work Phone:
	Mobile Phone: 021 024 15819
	Fax:
Relationship to Applicant: BoTChair St Bernadettes/Colleague	Email: katehesson@gmail.com

TERTIARY EDUCATION QUALIFICATIONS:

Institution Attended	Year	Qualifications Attained	Date Awarded
Catholic University of Australia	1999-2002	Master of Educational Leadership	2002
University of Otago	1988-1991	Bachelor of Education	1992
Te Wananga o Aotearoa	2008	Certificate in Te Ara Reo Maori	2008
Post Grad Certificate in Leadership	1998-1999	Dunedin College of Education	2000
Diploma in Teaching	1988-2001	Dunedin College of Education	1992

TEACHING SERVICE (list all schools and positions) :

Position	Class Level	Salary Scale	School	Date From	Date To
Assistant Principal	Yr11/13	PU5 SMA FT1	Kavanagh College	4/2013	Current
Dean of Maori/SCT	Yr 9-12	PR2	Kavanagh College	1/2013	2/2014
Dean	Yr 9-12	PR2	Kavanagh College	2012	1/2013
Professional Learning Leader	Yr 9-12	PR1	Kavanagh College	2009	2011
		Scale A	Kavanagh College	10/207	12/2008
Teacher		Scale A	St Josephs Port Chalmers	2003	9/2007
Principal	Yr4-6	U2	St Josephs Port Chalmers	2001	2002
Dean/HoD Year 7&8		PR3	Kavanagh College	1997	2000

PROFESSIONAL MEMBERSHIPS

Please give details below:

OTHER INFORMATION

Have you had any injury or medical condition which the tasks of this job may aggravate or contribute to? If yes, please give details below:

Yes ☐

No ☒

Do you have any matters relating to yourself currently or previously before the Teachers Council? Do you have a current New Zealand drivers licence?

Yes ☐

No ☒

I give permission for St Mary's College Board of Trustees or Ahead Associates Limited on its behalf to check my record with the NZ Police.

PRIVACY ACT 1993 (To be signed by the Applicant)

This Application is submitted with the understanding that any further information given is for the use of the employer and their authorised representatives who may at any time have access to this information.

Furthermore members of the Board of Trustees (or their agents) may make enquiries of my present or past employers or colleagues or any other person who may assist in establishing my suitability for the position of Principal at this school. My express consent will be sought before any person I have not specifically nominated is contacted

APPLICANT'S SIGNATURE:

KJ Kerr-Bell

DATE: 12/05/2019

DECLARATION:

HAVE YOU EVER BEEN CONVICTED OF AN OFFENCE AGAINST THE LAW? (apart from minor traffic offences) Received police diversion for an offence, have charges pending or know of any reason why you should not be employed to work in a school environment?

If YES, please provide date and details of offence(s) on a separate sheet. Please note that you may be asked to provide a copy of the relevant court records available from the registrar of the court concerned.

Yes ☐

No ☒

I certify that I am registered (or provisionally registered) as a New Zealand teacher. I solemnly and sincerely declare that to the best of my knowledge and belief the information given in this application and in my C.V. is correct.

APPLICANT'S SIGNATURE:

KJ Kerr-Bell

DATE: 12/05/2019

Katrina Kerr-Bell



MEd, BEd, DipTchg, CFLE

Address: 16 Wycolla Avenue
St Clair
Dunedin

Phone: 03 456 3060
027 322 7556

Email: kerrbellk@gmail.com

Date of Birth: 6 July 1969

Married to Richard
We have two children Emily 16 and Ted 13

I am committed to empowering young people and those I work with to reach their potential especially through education, to ensure that they have the skills, energy and enthusiasm for the important work they do.

“We should be shining lamps to all those around us.”
Catherine McAuley

Strengths and Skills

Nurturing the Catholic Faith in the 21st Century

A committed Catholic - Holy Name & Mercy Parish

Proprietors Representative St Bernadette's Primary School (2007- current)

Chair 2008-20018

Member of the Catholic Maori Whanau

NCRS Leadership Certificate

Masters in Catholic Educational Leadership

Christian Family Life Education (1995-1996)

Youth Ministry Catholic Diocese Dunedin (2002-2007)

Leading Dunedin Diocese Pre-Marriage Education Program (2002-2014)

Diocesan Representative Catholic Network of Marriage Educators, National Youth Council Representative. (2002-2007)

Tagged Teacher, Teacher of Religious Education Year 1-13

Certificate in Te Ara Reo Maori 2008

Achieving Academic and Teaching Excellence

Professional Learning Group — Leader

Lifting the Excellence and Merits by 8% due to monitoring the top students, regular feedback/ programs

Inquiry Teaching Approach

Specialist Classroom Teacher, mentoring Beginning Teachers, providing guidance in the classroom, Leading Professional Learning groups, year level Dean and Dean of Maori.

During my time as Board Chair the school has grown from 90-192 students reversing the trend in the city. Effectively coach others with enthusiasm and professionalism

Initiated "Academic Support Register" to track all student achievement—4 week monitoring and student/whanau mentoring

Commitment to ongoing personal and professional development

Genuine desire to help students - motivated by students achievement not own effective time management

Clear positive communication

Support Community Involvement

Co-Producer of Annual Musical 2015-19

Manager of Junior Waterpolo Team

Chair of Cultural Committee

Board of Trustees - St Bernadette's

Manager Junior A Basketball

Bishop Shield Coordinator

Led Pacific family consultation and Fono Groups

Managing Financial Constraints and Resources

Knowledgeable about policies/school requirements/legislation/Ministry of Education initiatives/ funding access through experience as BOT rep and BOT chairperson

Responsible for following budgets; Pastoral and Cultural

On board overseen removal of Church, Expansion of Roll

Principal of Primary School

Treasurer of Heart Kids Otago

Support Hauora of Students

As Assistant Principal responsible for Pastoral Team, Deans, Academic Monitoring, SENCO, RTLB, Counsellors, Peer Support, Prefects, Appraisal, Cultural Committee, Academic and Cultural Award Ceremonies, School Formal, Pastoral Initiatives (ie Love-Me-Not, Peer Support, Buddies, School Formal, Socials, Restorative Justice—school wide approach, PB4L, School Council, PRT's)

A strength and working knowledge of effective pastoral systems

Resourceful - accesses appropriate physical resources/emotional supports for students:

Knowledge of how learning difficulties can sometimes manifest into undesirable behaviour & the strategies to minimise this

A high level of emotional intelligence that leads to the right actions, decisions or words for a given situation

Established a Wellbeing Committee with Student input - initiated de-sensitising room, prefect role, awareness of issues, speakers, reviewing statistics from Counselling team and developing a proactive approach.

Cross cultural knowledge, relationships, awareness and an active member of the Catholic Maori Whanau for 26 years, closely worked with Pacifica community for last 11 years

Culturally sensitive – both racial and socio-economic: experience and empathy working with students and whanau across a range of socio-economic and cultural groups.

Lead Talanoa Project - looking at Pasifika learners, their success and wellbeing

Professional Development

2018

Edmund Rice Conference

Mentoring

Marcus Akuhata-Brown

2017

Restorative Justice - School Wide Contract (School Leader)

Google Classroom and Other Modern Learning Tools

Inquiry Teaching

Formative Assessment for Student Engagement

Sisters Of Mercy (Elements of the) Mercy International Association Leadership course, Baggot St, Dublin.

2016

Dr Maree Crabbe "it's time we talked: Pornography - young people and sexuality today

STA - Five Governance Workshops

2014-15

School wide Leader Talanoa Project - Presented to Ministry

TCI - Understanding Church TH 203

I have continued to develop my professional skills, professional development and professional reading as part of my teaching practice. I also meet with a group of teachers from other schools, where we share readings and discuss current practice and issues.

With a sound understanding of what it means to be Catholic, I am committed to working to fulfil the mission statement, as a leader to provide a Catholic education in the Mercy tradition of love in action, and to prepare students for their role as Christian women in a changing world."

I would relish the opportunity to utilise the skills and experience I have developed in this key role. I believe now is the time for me; I have the energy and time to give the role of Principal of St Mary's College School.

I will be pleased to expand on this application or on my curriculum vitae at an interview. I am unable to put my Principal down as a referee due to his sudden death at the end of March. Thank you for giving me this opportunity.

Yours truly,

A handwritten signature in cursive script that reads "KJ Kerr-Bell". The signature is written in dark ink and is positioned above the printed name.

Katrina Kerr-Bell

S65 FORM

[Private Schools Conditional Integration Act 1975, Section 65]

S65 FORM

[Private Schools Conditional Integration Act 1975, Section 65]

APPLICATION FOR A POSITION RELATED TO SPECIAL CHARACTER IN A CATHOLIC SCHOOL**A. POSITION BEING APPLIED FOR**

Position: Principal

B. PERSONAL

First Names: Katrina Joan

Surname: Kerr-Bell

Address: 16 Wycolla Avenue, St Clair, Dunedin, 9012

Religion: Catholic

Telephone Number Day: ~~027 322 7556~~ Evening: 03 456 3060

e-mail: kerrbellk@gmail.com

C. PARISH

- 1.0 Are you a member of a Catholic parish community? Yes

If yes, name and address of parish: Mercy Parish – Macandrew Road Dunedin

- 2.0 Are you involved in parish ministry? (e.g. Youth Ministry, Ministry of Word, Eucharist, Hospitality, Service, Liturgy) Yes

If yes, name of Ministry or Service, Eucharist, have been involved with Diocesan wide projects, youth ministry and marriage preparation, Proprietors Representative on Parish School Board, also member of Catholic Maori Whanau

D. QUALIFICATIONS OR COURSES IN RELIGIOUS EDUCATION AND/OR THEOLOGY (See Notes)

Qualification/Course Attended, (Include your Certification for Teachers in Catholic Schools if applicable)	Institution and Year
Understanding Church	TCI TH203 2015
Leadership Level Endorsement	Catholic Diocese of Dunedin 25/103/2010
Masters of Educational Leadership	Australian Catholic University 2002
CFLE	1996
Catechetical Studies	1991
Ongoing PD – attend all on offer	

Duplicate and attach relevant CV material or certificates etc as appropriate.

- 3.0 If you are a beginning teacher, were you associated with a Catholic school as part of your practice teaching professional training? Yes
- ☐
- No
- ☐

If yes, name and address of school(s):

E. PREVIOUS TEACHING EXPERIENCE RELATED TO THE SPECIAL CHARACTER OF A CATHOLIC SCHOOL

Position	School	Year Level	From	To
Assistant Principal	Kavanagh College	Year 11-12	2013	Current
Religious Education Teacher	Kavanagh College	7-12	2008	Current
Youth Ministry	Diocese of Dunedin and NCYM		2003	2007
Teacher	St Joseph's School Port Chalmers	1-8	2003	2007
Principal	St Joseph's School Port Chalmers	1-8	2001	2002
Teacher/Dean/HoD	Kavanagh College	7-8	1992	2000

F. OTHER QUALIFICATIONS & EXPERIENCE RELEVANT TO THE SPECIAL CHARACTER OF A CATHOLIC SCHOOL (See Notes)

Proprietor's Representative and Chair St Bernadette's Board of Trustees 2007 - current
CNME Board Member 2003-2007, Marriage Coordinator/Facilitator Catholic Diocese of Dunedin
Dominican National Conference 2016

G. CATHOLIC CHARACTER REFEREES Please provide three referees. At least one referee must be a priest, ethnic chaplain or lay pastoral leader who is familiar with your religious practice. (See note on referees.)

Name	Bishop Michael Dooley	Phone: Day	03 488 2577
Address	St Peter Chanel, 242B Main South Road, Green Island, Dunedin	Night	
		Cell	021 151 7189
Email	m.dooley@xtra.co.nz		
Name	Rev Mark Chamberlain	Phone: Day	
Address	Holy Name, 420 Great King Street	Night	03 455 8933
		Cell	021 580 610
Email	machamberlain@hotmail.com		
Name	Colin MacLeod	Phone: Day	04 819 8386
Address	45 Dundonald Street Tainui, Dunedin	Night	034891317
		Cell	027 485 9238
Email	c.macleod@tci.ac.nz		

I acknowledge and accept that the information I have supplied will be used by the Proprietor (Board of Trustees in secondary schools) in terms of the Private Schools Conditional Integration Act 1975 (Amendment 1989 section 68) to assess my **acceptability** for the position as defined in the Act, and also by the Board of Trustees to determine my **suitability** for the position as defined in the Act. I have read the information in this document that explains acceptability.

Signed: Kj Kerr-Bell

Date: 16/5/2019

SELF ASSESSMENT

Please complete the following self-assessment. Please limit your responses to the space provided. Bullet points are acceptable.

Personal Statement

Summarise your reason for being a strong candidate for the position of Principal of St Mary's College School.

I have a strong faith, I am a committed Catholic. I have been involved in a range of ministries beyond school – Marriage preparation, youth ministry in parish, diocesan wide and represented at national level. I have had a long association with the Catholic Maori and Pasifika communities in Dunedin. I was fortunate enough to attend World Youth Day in 2000. What this experience has taught me is how important it is for me to share my faith, to invite young people to join me, to share my love of the Eucharist and the importance of prayer in my life. Offering the sacramental program and leading/supporting this with the parish is key, I have encouraged and invited students I work with to join me.

As a board chair of a school with a very strong and long service staff it had been one of the challenges we had to formally document the ways our school reflected its catholic identity so that when the staff left it could continue. All meetings beginning and ending with prayer, encouraging students in liturgy throughout the school day. Been seen in sacred space reflecting. Being an active witness of faith in the school at Eucharist and reconciliation. In issues that are difficult ensuring that they reflect the Gospel values of Mercy, tika, pono, and Aroha. That all who are part of St Mary's are recognised as in the image and likeness of God. Restorative Justice Practice has a natural fit here and in any Catholic school. Ensuring that our relationships reflect the Good News.

When relationships do break down it is important that we do what we can to restore the dignity of all involved. We need our relationships to reflect the Gospel values, being Catholic is why we are a community and all leadership decisions need to reflect this. Catherine McAuley said "we can never be happy nor feel as we ought until we bring ourselves to the conviction that we are treated by everybody better than we deserve." This is the culture I strive to create where I work. Where those that are in our community are treated with dignity respect and as a gift of God. I can and do have difficult conversations. I have learnt in my current role and as a mother to stay calm and take my time. Difficult conversations do need to occur but we need to enter into it once we have our emotions in check first.

Curriculum Delivery & Pedagogy

Describe an initiative that you have set up for an innovative approach to curriculum delivery, and how this initiative impacted on the teaching and learning process. How was the effectiveness of this initiative measured?

As part of the Kahui Ako (Community of Learner) I am involved in Inquiry Teaching. I personally have been working with a small group around perseverance and this has been narrowed down to identify that the issue with the writing coming from my own teaching has been due to a lack of planning and knowing how to plan. I am meeting with a small group of teachers, we are using the Inquiry Teaching process to strengthen and lift the writing of the students we teach.

I have also been leading the process around becoming a 'Restorative Practice' School. This has been a learning process that has needed to be trialled, reviewed and requires constant learning. The effectiveness of the learning is reflected in the feedback both formally and informally from staff and students. It is evident with the Inquiry Teaching from using PAcT as a tool to measure progress. It is also evident in the improved engagement and assessment outcomes.



AUSTRALIAN CATHOLIC UNIVERSITY

BE IT KNOWN THAT

Katrina Joan Kerr-Bell

HAVING FULFILLED ALL THE REQUIREMENTS
PRESCRIBED BY THE UNIVERSITY HAS THIS DAY
RECEIVED THE AWARD

Master of Educational Leadership

R. J. McDonald

CHANCELLOR

Peter W. Sheehan

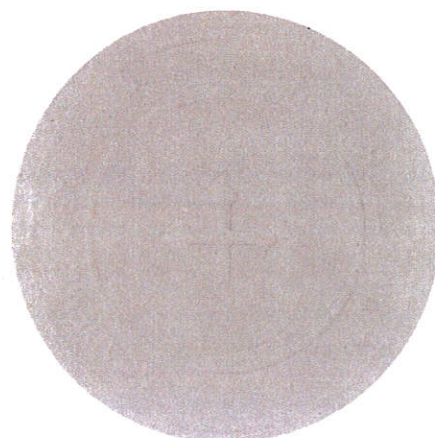
VICE CHANCELLOR

IN TESTIMONY WHEREOF THE ACADEMIC SEAL OF
THE UNIVERSITY HAS BEEN HEREUNTO AFFIXED THIS
23RD DAY OF MAY 2003

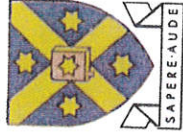
G. a. Westmore

ACADEMIC REGISTRAR

500017908579
AUSTRALIAN CATHOLIC UNIVERSITY LTD
ABN 15 050 192 660



UNIVERSITY



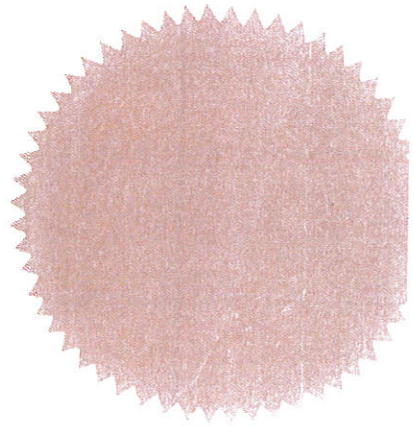
OF OTAGO

WHEREAS THE UNIVERSITY OF OTAGO HAS BEEN EMPOWERED BY ACTS OF THE
LEGISLATURE OF NEW ZEALAND TO CONFER DEGREES AND AWARD DIPLOMAS
OF THE UNIVERSITY

THIS IS TO CERTIFY THAT

Katrina Joan Roughan

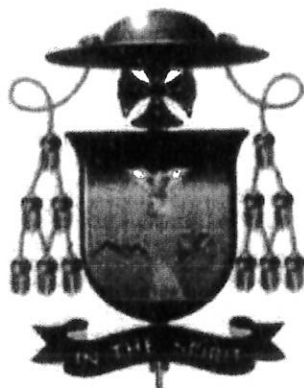
HAS BEEN ADMITTED BY THE UNIVERSITY TO THE DEGREE OF
BACHELOR OF EDUCATION



REGISTRAR

CHANCELLOR

DUNEDIN, NEW ZEALAND
2 May 1992
No. 765



Roman Catholic Diocese of Dunedin

**Certification in
Catholic Special Character**

**LEADERSHIP LEVEL
(ENDORSEMENT)**

Katrina Kerr-Bell

I certify that the above-named teacher has met the requirements
for certification at the level stated:

G. A. Hanning

.....
G A Hanning
Director
Catholic Education Office
Diocese of Dunedin

25/03/10

.....
Date



The National Centre for Religious Studies,
with the authority granted it by the New Zealand Catholic Bishops' Conference
has pleasure in awarding

Certification in Religious Education

Graduate Level

to

Katrina Kerr-Bell

Director

JCPW Wandell

Date

25 February 2010

Minimum requirements for receiving Certification in Religious Education—Graduate Level are:

- Evidence of an NCRS approved degree.
- Five years regular teaching of the New Zealand Catholic Bishops' Conference mandated national Religious Education curriculum.
- Appropriate appraisal.



Registry

DUNEDIN

Notice No. 535

Copy of Particulars of Marriage

This copy to be handed to the parties to the marriage
immediately after being signed

Particulars of Parties to Marriage

Bride

Bridegroom

First or given name(s)

Surname or family name

First or given name(s) at birth
(If different from above)Surname or family name at birth
(If different from above)

Date and year of birth

Usual occupation, profession or job

Marital status
(Never married or previously married)If previously married how and when
previous marriage dissolved

Place of birth

Usual residential address

MOTHER: First or given name(s)

Surname or family name

Surname or family name at birth
(If different from above)

Usual occupation, profession or job

FATHER: First or given name(s)

Surname or family name

Surname or family name at birth
(If different from above)

Usual occupation, profession or job

Katrina Joan
ROUGHAN

-

-

6 July 1969

Primary School Teacher

Never Married

Gore

145 Jeffery Street
DunedinJoan Alice
Roughan

Irvine

Sheep Farmer

Lawrence Leslie
Roughan

-

Sheep Farmer

Richard Taka
KERR-BELL

-

-

18 December 1967

Secondary School Teacher

Never Married

Tokoroa

145 Jeffery Street
DunedinGail Francis
Kerr-Bell

Bollen

Primary School Teacher

Lawrence Louie
Kerr-Bell

-

Water Blaster/Painter

Date of marriage

8 January 1999

Full description of where marriage was solemnised and full address

at Church of the Blessed Sacrament, Catholic Church, Ardwick Street, Gore

Between
us

Signature of Bride

Signature of Bridegroom

In the
presence
of us

Signature of witness

Full residential address of witness

Mandeville No. 7 B.R.D.
Gore

Full residential address of witness

25 Gills Rd
Bucklands Beach - Auckland.

Name of marriage celebrant or Registrar of Marriages

PETER CHRISTOPHER ROE

Denomination or name of organisation

CATHOLIC.

I certify that I officiated at the
marriage of the above-named parties

Signature of marriage celebrant or Registrar of Marriages

THIS COPY TO BE HANDED TO PARTIES TO MARRIAGE



NEW ZEALAND DRIVER LICENCE

1. KERR-BELL
2. KATRINA
JOAN



3. 06-07-1969
4a. 19-02-1985 4b. 31-12-2022 4c. DONOR
5a. BJ714530 5b. 360

Kerr-Bell

6.

7. 1



Janne Pender
Collene Roche
Alan Burton

P.O. Box 109210
Newmarket
Auckland 1149

www.aheadassociates.co.nz

Referee's Report

(Confidential to Ahead Associates Limited
and St Mary's Board of Trustees)

For: Katrina Kerr-Bell

Referees Name: Colin MacLeod

Address: 45 Dundonald Street, Tainui, Dunedin

Home Phone: 03 4544181

Mobile Phone: 027 485 9238

Work Phone: 04 8198386

Email: c.macleod@tci.ac.nz

1. What is your relationship to the applicant? How long have you known them? What opportunities have you had recently to see them at work?

I worked alongside Katrina on the Senior Leadership Team at Kavanagh College for over 10 years. She was also a senior RE teacher while I was DRS at the school. I left Kavanagh 2.5 years ago to take up the role of Director of the National Centre for Religious Studies so my 'very recent' experience of her teaching and leadership is limited, but my long-term experience is substantial.

2. What are the main reasons that they will stand out as being an excellent candidate for this Principal position?

Katrina is extremely hard-working and dedicated teacher. She is grounded in the profession of teaching and consistently draws the leadership team back to that when decisions are being made at the whole school level. She has a high degree of empathy and reads students and teachers well. She has the ability to be compassionate and supportive of others while retaining high expectations of performance. Strongly linked to this is her awareness and support of Māori culture and encouragement of Māori young people to strive for excellence within an environment that speaks to them as tangata whenua.

Katrina has great experience in terms of pastoral care. For many years she has been responsible especially for girls' pastoral care (the roles were split between her and another AP who looked after boys PC at Kavanagh College). She has high expectations, builds strong appropriate relationships, and is very capable in terms of restorative justice and discipline processes.

Katrina is a committed Catholic. She has a deep personal faith and is able to share this perspective effectively with others in the Catholic School context. She is familiar with planning liturgies, teaching the RE programme, and consistently supporting the Catholic Character of Kavanagh College.

Her broad experience in leadership as a long time Assistant Principal at Kavanagh, and a past primary school Principal of St Joseph's Port Chalmers, places her in an ideal position to step up to the Principal role at St Marys. She works well in a team, contributes innovative ideas, and follows through on her commitments. She is 'rock solid' and more than ready for the next challenge.

3. What is their Achilles' heel? weaknesses? Or, areas needing development?

At times Katrina's enthusiasm for a goal or project can get lost in the detail. She works best when leading a team which provides critical analysis in a context of positive support. She needs at least one 'critical friend' on the management team to really shine. (If there isn't such a person, she'll find one.)

4. Any other comments that will help this BOT consider this applicant?

Katrina's strengths particularly come to the fore in real situations. She is not a 'one size fits all' teacher, problem solver or leader. I believe questions around 'what would you do if...' or "what is your experience of..." will most clearly indicate her competence and ability.

If St Marys chooses not to accept Katrina as an applicant I have great confidence that another school will. Women of her calibre, with such academic, pastoral, cultural and Catholic strengths, are rare in Aotearoa NZ Catholic schools. Now that she has decided to seek the next level of leadership I believe she will be quickly "snapped up".

Please return directly to:

Janne Pender

Ahead Associates

By email: jannepender@aheadassociates.co.nz

Referee's Report

(Confidential to Ahead Associates Limited
and St Mary's Board of Trustees)

For: (Candidate to complete

Katrina Kerr-Bell

Referees Name: Kate Hesson

Address: 21 Sandringham St, Dunedin

Home Phone: 021 024 15819

Mobile Phone: _____

Work Phone: _____

Email: katekhesson@gmail.com

1. What is your relationship to the applicant? How long have you known them? What opportunities have you had recently to see them at work?

I have known Katrina for 6.5 years. I know Katrina as a leader. Katrina was Chair of the Board of Trustees at my daughters' primary school (St Bernadettes School in Dunedin) for around a decade. Firstly, I knew her when I became a parent at the school, then I was voted onto the Board. Last year, I became her successor while she has stayed on as a Proprietor's Representative. Before that I knew her by reputation as she was Chair of St Clair Community Kindergarten, where my daughters also attended. Coincidentally, I was later a lead parent on that Committee.

2. What are the main reasons that they will stand out as being an excellent candidate for this Principal position?

In my opinion, Katrina is a compassionate leader who possesses a quiet strength. She leads from the front if required, but her usual mode of leadership is consensus-based and she does not seek the limelight. This approach is often misunderstood by more gregarious characters like myself, but Katrina brings dignity to her leadership by saying what needs to be said, when it needs to be said. In the past she has had to have difficult conversations which she has handled directly and sensitively. In my experience, that is a rare combination that is innate in a leader and cannot really be learnt.

Katrina has an appreciation of cultural diversity. This comes from many aspects of her life. St Bernadettes School is perhaps the most ethnically diverse Catholic primary school in Dunedin. In Katrina's time, not only has the school role more than doubled, it's diversity has increased exponentially. I have seen Katrina work to foster an awareness of this, making it a priority in our search for a new principal in during 2016 and 2017.

Before our current principal was appointed, Katrina's involvement in the school was far more than that of a usual Board Chair. She was needed to support management and handled complicated situations, for example, with tough ERO reviews. Katrina was key to the successful transition of the school from a principal who had been at the helm for 34 years.

Katrina is open to discussing a point and to seeing other points of view and will make a decision after weighing all perspectives. She prioritises the wellbeing of the people under her watch, with a particular emphasis on the school's pupils. Families in our school community have a variety of financial means and Katrina encourages us to be mindful of them. All of the above aside, at the heart of Katrina is a cheeky sense of humour and a caring nature. I have enjoyed her as leader the most when she is sharing a joke or giving moving farewell speeches. If I am honest, I don't really want to give one for her!

3. What is their Achilles' heel? weaknesses? Or, areas needing development?

Please note that I do not have knowledge of Katrina as a teacher or assistant principal but I have no reservations in recommending her as a compassionate leader.

4. Any other comments that will help this BOT consider this applicant?

To my knowledge, Katrina has a healthy work /life balance who has successfully held positions of responsibility along side bringing up two well-rounded children.

Please return directly to:

Janne Pender

Ahead Associates

By email: jannepender@aheadassociates.co.nz



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Referee's Report

(Confidential to Ahead Associates Limited
and St Mary's Board of Trustees)

For: Katrina Kerr-Bell

Referees Name: Georgie Watts

Address: 3 Station Road, Sawyers Bay, Dunedin, 9023

Home Phone:

Mobile Phone: 02102722154

Work Phone:

Email: gwatts@kavanagh.school.nz

- 1.** What is your relationship to the applicant? How long have you known them? What opportunities have you had recently to see them at work?

I am a friend and work colleague of Katrina's. I am Head of Music at Kavanagh College and I have known and worked with her for 9 years.

As she is responsible for the smooth-running of the cultural and arts life within school I have had the opportunity to work very closely with her. She takes an active approach to her work and is present and helpful at every opportunity for extra- and co-curricular arts event within our school and the wider community. Very recently we completed our school's major production for which Katrina acts as producer.

As the teacher responsible for the Queer Straight Alliance (QSA) within school, I have also had the opportunity to work very closely with Katrina on a pastoral level, where she ensures that there is a dialogue for the continuing development of understanding of diversity within our kura. She has been

essential for the communication between the QSA and the school management team.

2. What are the main reasons that they will stand out as being an excellent candidate for this Principal position?

Katrina has incredible people skills, emotional intelligence, and understanding of current pedagogy. She is a creative and empathic person, with a talent for getting to the heart of concerns and knowing how best to deal with a wide range of issues.

Katrina is a great example of the special character of our school, and guides others by her own actions. She listens with a fair and balanced opinion, but will usually lead with her heart. She would be a leader who listens and acts with sound judgement, based on what is best for the school and the majority within it, while still being a spokesperson for the minority. She is strong and supportive and has always provided excellent advice for a range of difficult situations.

Katrina is a strong leader for me when I need advice on Catholic values within school, and also for culturally responsive teaching. Her strong understanding of cultural processes and tikanga make her an invaluable resource for staff and for the school in all areas.

She has an incredible talent to make connections within the wider community and is able to draw people in to work with her, including parents and members of the diocese.

Katrina is also a leader of action. When something needs to happen, she will make it happen, either by doing it herself, or knowing exactly how to make it work.

3. What is their Achilles' heel? weaknesses? Or, areas needing development?

I feel that Katrina's Achilles' heel is that she finds it difficult to *not* be present for everything, and to perhaps feel able to delegate some tasks. She is driven by her heart and her understanding of people, when perhaps she needs to be stronger, and more vocal, for herself. She will often shoulder responsibilities rather than let it fall to someone else when it should do. I also feel that perhaps this is as a result of the way our school operates and I feel that with a supportive team, Katrina will show how she is able to lead just as effectively when delegating some responsibilities to others.

4.Any other comments that will help this BOT consider this applicant?

Katrina is an excellent teacher with a current understanding of what it is to be at the coal-face dealing with the workload issues including NCEA and pastoral work. She understands the needs of the whole school, from teachers, to students, to parents.

I would relish the opportunity to work in a school led by Katrina. Please do not hesitate to call me if you want to discuss any of this further. I think that she would make an amazing Principal.

Please return directly to:

Janne Pender

Ahead Associates

By email: jannepender@aheadassociates.co.nz