

30A Oxford Terrace
Devonport
Auckland 0624
nickyjwb@gmail.com
0212226592

St Mary's College
11 New Street
St Mary's Bay

15 May, 2019

To the Board of Trustees of St Mary's College,

Please accept my application for the position of Principal of St Mary's College. I believe I have the skills, attributes, leadership experience and capability to lead St Mary's College in its vision of producing 21st Century women of Mercy, and all that that entails.

I bring with me a deep experience of Catholic Education, from my own secondary school education, to my now 21 years working in Catholic girls' secondary schools in Auckland. Particularly in my role on the Senior Leadership Team at my current school, I have developed a sound understanding of school management and leadership in the Catholic school system.

I am passionate about the Catholic education of girls. I believe in student centred, culturally responsive and sustainable pedagogy. I understand the importance of good communication and building respectful, positive relationships with colleagues, students, students, whanau and the wider community.

My educational philosophy is centred around student agency, with high expectations of students, colleagues and myself. I am aware of the need to prepare our young women to be confident and effective participants and leaders in a constantly changing world, strengthened by their faith and the Mercy charism.

I am steeped in the Mercy charism myself, having worked in a Mercy school for 11 years, and with both my daughters completing all 13 years of their education at Mercy schools. I relate strongly to Catherine McAuley, and her vision of empowering women and girls in order to be a part of the process of creating a more just, loving and sustainable world. Like Catherine and Nga Whaea Atawhai o Aotearoa, I have a commitment to Te Tiriti o Waitangi and am committed to my own personal growth in understanding Tikanga and Te Reo. I am strongly committed to the preservation and care of the beautiful creation that we experience God's presence in daily.

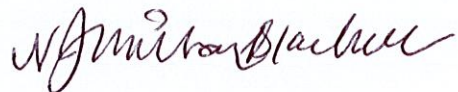
I am excited by the challenges that come in this rapidly changing digital age of infinite and boundary-less learning. I believe that by instilling our Catholic and Mercy values in our young women, they will be empowered to use this technology for good.

I am optimistic about the new direction for NCEA, and look forward to being a part of the developing and implementation of a refreshed and more relevant and sustainable system for our young women. I know that my experience and enthusiasm for integrated cross-curricula learning, flipped classrooms and student driven engagement in the learning process will be beneficial in this area as we work to create an education culture that truly prepares our girls to be 21st Century women of Mercy.

I have a strong connection to St Mary's College, through my Grandmother who was a boarder there, to my three aunts who were also boarders, one of whom became a Mercy Nun. She taught Music at St Mary's with Sister Mary Leo, who visited me in hospital soon after I was born! So, to work at St Mary's College would be a bit like coming home.

I look forward to meeting you and having the opportunity to communicate more fully what I can offer your students, your staff and your community.

Ki te pa Atawhai,

A handwritten signature in dark ink, appearing to read 'Nicky Whitham-Blackwell', written in a cursive style.

Nicky Whitham-Blackwell

Nicky Whitham-Blackwell
30A Oxford Terrace
Devonport
Auckland 0624
nickyjwb@gmail.com

Experience

- I am a fully integrated member of the Senior Leadership Team (SLT) at my current school, where I have been for the last two years. I actively participate in all SLT operational, strategic, functional and social meetings. This team has a collaboratively developed agenda towards which I proactively contribute.
- I have led and driven significant operational and cultural change in all the schools I have worked in.
- I run a weekly whole school assembly, conduct enrolment interviews, contribute to staff induction, am involved in staff appointments and am involved in the digital and face to face marketing of the school.
- As a member of the SLT, I appraise the heads of two Departments, and am involved in the Curriculum review process for those Departments. In addition, I am the SLT liaison for Year 10, (Year 9 in 2018) and am involved in pastoral administration (attendance), care and discipline of this year group, including working closely with the Auckland Truancy branch of Special Education Services.
- I oversaw the last external Catholic Character Review in my current school and since then have been responsible for implementing the recommendations, forward planning and the annual internal review of special character.
- I am a member of the Board of Trustees Special Character sub- Committee.
- In my role as Director of Mission and Identity, I have successfully produced and managed both whole school, year level and smaller group events on a regular basis, both onsite and off-site.
- I manage a \$40,000 budget.
- I have wide experience in leadership and management from both Special Character and Senior Leader perspectives.
- I have comprehensive pastoral care experience. I was Year 13 Dean for five years at a previous Mercy school. Although I am primarily interested in the wellbeing of students, I am also concerned for the pastoral care and wellbeing of staff.

Education and Professional Development

- Master of Educational Leadership (Hons) thesis focused on the wellbeing of girls in high-decile, high-performing single sex schools.
- Certificate of Leadership in a Catholic School
- Attended the 'Future Leaders Day' conference run by NZCEO in April, 2019.
- Member of the Auckland Diocese ongoing 'Growing Leaders' group which meets termly.

- Delegate at Special Character conferences: Melbourne and New Plymouth 2017, Wellington 2018, on steering committee for National DRS conference in Paihia in December 2019.
- Visited two Catholic Colleges in Melbourne and Sydney with my Principal in 2017 looking at Special Character.
- Delegate at ASDAPA conferences for last two years.
- Trained in Restorative Practice, 'Having Life to the Full', Positive Behaviour for Learning, Philosophy for Children, Gifted Education.

Special Character

- I am currently the Director of Mission and Identity at St Dominic's Catholic College and have been for two years.
- I am a parishioner and Minister of the Word at St Francis de Sales and All Souls Catholic Church in Devonport.
- I was educated in a Catholic Girls College, and was Head Girl there.
- I was the Bishop's Representative on the St Leo's Catholic School Board of Trustees for three years.
- I have spent 11 years working in a Mercy school.
- I was married in the Catholic Church, and both my daughters are baptized and confirmed Catholics. All of their education has been in Mercy schools.
- I have a deep faith which brings me peace and joy.

Personal Attributes

Resilience

Resilient and copes well under pressure

"Nicky doesn't let herself get stressed, and is able to keep calm at all times, and is able to keep everyone else relaxed and calm as well" (360° Survey. ISFSL Programme, 2014)

Calm in difficult situations

"a calm and reassuring manner" (360° Survey. ISFSL Programme, 2014)

Confident and takes initiative

"Area of strength" (360° Survey. ISFSL Programme, 2014)

Efficient and effective in dealing with difficult people and issues.

"Nicky has a very no-nonsense approach... she is very 'to the point' and doesn't get distracted by anything; she just gets on and deals with it" (360° Survey. ISFSL Programme, 2014)

Interpersonal Skills

Consultative and open to views of others

“Relationships... are open and consultative” (360° Survey. ISFSL Programme, 2014)

Relationship builder

“Well liked...strong working relationship with staff” “Socially adept and outgoing” (360° Survey. ISFSL Programme, 2014)

Team player

“has forged strong pastoral team and always willing to engage in dialogue” (360° Survey. ISFSL Programme, 2014)

Strong and effective communication skills

“Thoroughly articulate and an excellent communicator” (360° Survey. ISFSL Programme, 2014)

Commitment

Totally committed to school and holistic philosophy including special character

“Nicky’s personal faith is obvious to all.” “Very dedicated to the Mercy charism of the school”. (360° Survey. ISFSL Programme, 2014)

Committed to life-long learning

“Takes opportunities to continue learning and to apply what is learned in the school situation” (360° Survey. ISFSL Programme, 2014)

Credibility

Has Visibility and profile in wider community

“She is very well respected among staff and in the wider community” (360° Survey. ISFSL Programme, 2014)

High credibility with staff and respected by students

“Seen as a person of integrity” (360° Survey. ISFSL Programme, 2014)

Listens, engages and communicates well with wider community

“Open communication is a strength. Listens and thoughtfully considers student and parent input” (360° Survey. ISFSL Programme, 2014)

Problem solving and change

Solution-focused

"Seeks solutions when working with students and follows through to make sure that they get the best possible outcomes" (360° Survey. ISFSL Programme, 2014)

Creative and innovative thinker

"Thinks outside the box." (360° Survey. ISFSL Programme, 2014)

Advocates for and is open to change

"Always looking to do things better, but will not change for trendiness" (360° Survey. ISFSL Programme, 2014)

Big picture thinker

"Looks at all options and has blue sky thinking approach" (360° Survey. ISFSL Programme, 2014)

Personal qualities

Intuitive and reads people well

"She knows when members of the team are stressed, and will always ensure she does something about it" (360° Survey. ISFSL Programme, 2014)

Trustworthy and loyal

"Completely" "She has a high level of integrity and loyalty" (360° Survey. ISFSL Programme, 2014)

Learner-centric

"Nicky is an outstanding teacher and is concerned that life barriers do not get in the way for learners" (360° Survey. ISFSL Programme, 2014)

Personal Information

I am married to Stuart, who teaches at Auckland Grammar School. We have two daughters; Amelia, 19, is at Auckland University and Samara, 17, is in Year 13 at Carmel College. We love travelling, the Theatre, biking and exploring our beautiful country.

APPLICATION FOR APPOINTMENT

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

POSITION APPLIED FOR:

PERSONAL DETAILS:

Name: Nicky Whitham-Blackwell	Home Phone: 0212226592	
Address: 30A Oxford Terrace, Devonport	Work Phone: 09 8390380 x 8894	
	Mobile Phone: 0212226592	
	Fax:	
Citizenship: New Zealander	Email: nickyjwb@gmail.com	
Registration No: 179154	Practising Cert. No: 179154	Expiry Date: 19 April 2020

PRESENT EMPLOYMENT:

Name of Present Employer: St Dominic's Catholic College	Work Phone: 09 8390380 x 8894
Address: 29 Rathgar Road, Henderson	
Position Held: Director of Mission and Identity (SLT)	Date Commenced: May 1 2017

REFEREES:

Name: Kathleen Petrie	Home Phone: 09 4459630
Address: 37A Williamson Ave, Belmont, 0622	Work Phone: 021620805
	Mobile Phone: 021620805
	Fax:
Relationship to Applicant: Previous Principal/Mentor	Email: kathleenpetrie6@gmail.com
Name: Anna Swann	Home Phone:
Address: 14 Tornado Place, West Harbour, Auckland	Work Phone: 09 8390380 x 8891
	Mobile Phone: 02102520095
	Fax:
Relationship to Applicant: Current Principal	Email: aswann@stdoms.ac.nz
Name: Anna Heffernan	Home Phone: 09 6001286
Address: 19 Armagh Rd, Blockhouse Bay, 0600	Work Phone: 09 8390380 x 8892
	Mobile Phone: 0226581652
	Fax:
Relationship to Applicant: Associate Principal/ Mentor	Email: associateprincipal@stdoms.ac.nz

TERTIARY EDUCATION QUALIFICATIONS:

Institution Attended	Year	Qualifications Attained	Date Awarded
AUT	2015-2016	Master of Educational Leadership (First Class Honours)	2017
Australian Catholic University	1998-2001	Certificate of Leadership in a Catholic School	2002
Palmerston North College of Education	1991	Post Grad Dip Teaching	1991
Otago University	1986-88	BA (Psychology)	1988

TEACHING SERVICE (list all schools and positions) :

Position	Class Level	Salary Scale	School	Date From	Date To
Director of Mission and Identity	11-13	3 MU's	St Dominic's Catholic College	May 2017	Date
Year 13 Dean	10-13	1 1/2 MU's	Carmel College	Jan 2007	May 2017
Dean/ Assistant HoD RE	9-13	1 1/2 MU's	St Dominic's Catholic College	1992	2001
Gifted Education Teacher	Yrs 4-8		One Day School	2003	2003
Gifted Education Teacher	Yrs 4-6		St Leo's Catholic School	2005	2006

PROFESSIONAL MEMBERSHIPS

Please give details below:

RSTAANZ,

ASDAPA,

NARRATE

Member of Auckland Diocese 'Growing Leaders' group.

☐☐**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: 

DATE: 13 May 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?

Yes ☐ No ☒

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.

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: 

DATE: 13 May 2019

S464 FORM

Education Act 1989, Section 464
(Previously – 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
School: St Mary's College, Auckland
Address: 11 New Street, St Mary's Bay, Auckland, 1011

B. PERSONAL

First Names: Nicola Jane
Surname: Whitham-Blackwell
Address: 30A Oxford Terrace, Devonport, Auckland 0624
Religion: Roman Catholic
Telephone Number Day: Evening: 021 222 6592
e-mail: nickyjwb@gmail.com

C. PARISH

1.0 Are you a member of a Catholic parish community? Yes ☒ No ☐

If yes, name and address of parish: St Francis de Sales and All Souls Parish, Devonport.

2.0 Are you involved in parish ministry? (eg. Youth Ministry, Ministry of Word, Eucharist, Hospitality, Service, Liturgy) Yes ☒ No ☐

If yes, name of Ministry or Service: I am a Minister of the Word.

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
Certificate of Leadership in a Catholic School	Australian Catholic University 2002
Master's paper: Teaching Religious Education in Integrated Schools	Auckland College of Education 2003
Having Life to the Full	The Catholic Institute of Aotearoa New Zealand 2018

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
Asst HoD RE	St Dominic's Catholic College	9-13	1998	2001
RE teacher	St Dominic's Catholic College	9-13	1992	2001
RE teacher	Carmel College	13	2007	2017
RE teacher	St Dominic's Catholic College	12-13	2017	date

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

Director of Mission and Identity, St Dominic's Catholic College, 2017- date

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.)

1	Name	Fr Kevin Murphy SM	Phone: Day	09 6233397
	Address	4a Woodside Rd, Mt Eden, Auckland 1024	Night	021 375 781
			Cell	021 375 781
	Email	kevm@now.net .nz		
2	Name	Anna Swann	Phone: Day	09 8390380 x 8891
	Address	14 Tornado Place, West Harbour, Auckland 0618	Night	09 4165855
			Cell	021 025 20095
	Email	aswann@stdoms.ac.nz		
3	Name	Sr Bernie Cheyne OP	Phone: Day	0211274276
	Address	201/9 Shaftesbury Ave, Pt Chevalier Auckland 1022	Night	0211274276
			Cell	0211274276
	Email	bernie.cheyne@gmail.com		

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 Education Act 1989, Section 464 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:  Date: 16 May, 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 am a committed Catholic who is passionate about empowering young women in our Catholic Colleges to be change leaders in the world. I am steeped in the Mercy charism, and use both Christ's Gospel messages of love and justice, alongside Catherine McAuley's six core values as touchstones for navigating my interactions with others and the world around me. I am a natural leader, a warm and empathetic relationship builder, and an excellent public speaker. I am intelligent, resilient and solution-focussed. I have Senior Leadership experience, including being responsible for the Catholic character of the school and the faith formation of our students. I am particularly interested in student and staff wellbeing and engagement achieved through the embedded practices of whanaungatanga, awhinatanga and manakitanga.

I believe in distributed leadership, and have been fortunate enough to work within this model for the last two years.

I have a personal connection to St Mary's College through my grandmother and aunts, one of whom was a Mercy Nun.

I have a vision for where I would like to take St Mary's College as Principal. I have watched St Mary's growth over recent years to become the Catholic girls school of choice for many families, and I would love the opportunity to take this growth further until St Mary's College is the pre-eminent Catholic girls school in New Zealand. I believe all these attributes make me a strong candidate for this position.

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?

I was lucky enough to learn about cross-curricular design, philosophy for children and student-centred learning many years before these things became widely discussed, when I trained at the George Parkyn Centre as a One Day School (Gifted Education) teacher. Years later, and back in a regular school, I decided to use this approach with a regular (although bright) class. Once a fortnight we would have two hours of Philosophy, and then that was followed up with a novel study with a difference. The students were empowered to engage with the text in ways that interested and stimulated them, rather than prescriptive tasks and responses. The effects were both immediate and long lasting. The work they produced in response to the novel was phenomenal. One girl wrote and performed a song as if she was a main character; that girl went on years later to win the Caritas Sing Out for Justice national song writing competition. Another girl wrote beautiful descriptions of the setting and the characters; she is now a published author. This 'flipped classroom' (long before it had that name) of interactive and co-constructed learning continued on for the year. In the immediate years following this initiative, its effectiveness was measured by the much higher than average NCEA and Scholarship results that this group of girls achieved when they were in Year 13. The girls continue to talk about this period in their schooling with much fondness, and in fact they describe it as a highlight of their time at school, many years after they have left. And that is a measure of effectiveness that I am very proud of.

Professional Leadership

How do you currently enact the role of 'Professional Leader of Learning' and how do you demonstrate being a learner?

As a member of SLT, I am involved in all professional discussions and decisions around learning and achievement, from the strategic plan, curriculum and achievement goals, the annual plan, Catholic Character reviews and operational challenges. We use school-wide data evidence to ensure the best learning outcomes for all of our students, with a particular focus on Maori and Pasifika learners.

In addition, I appraise two Heads of Departments and am involved in the Curriculum Review process for those departments. I contribute to professional development staff meetings, and mentor a number of staff in the use of technology. Primarily, in my current position, I see myself as role-modelling leading and learning that is Christ-centred. I am aware that I help set the tone for the school and take this responsibility seriously. At a curriculum level, I ensure that departments have the Catholic character and the school charism embedded in their curriculum documents and appraisal processes. As a team and independently, I keep on top of New Zealand Curriculum documents such as Hangarau Matahiko, and initiatives such as Culturally Responsive pedagogy.

I believe that we are all on a life-long journey as learners, and role-model this with my own continuing education. In 2017 I was awarded my MEdL with First Class Honours, and received the Deans Award for my work. I am constantly seeking leadership growth and more recently completed the 'Having Life to the Full' course, have trained in Restorative practice, belong to ASDAPA and have attended the last two annual conferences. I attend the bi-annual Catholic Education and DRS conferences. I have investigated Catholic girls schools in Australia by visiting them personally and learning from them. I actively participate in and sometimes run professional learning in my school, for example PB4L, Philosophy for Children, and using technology to enhance learning. I engage in professional learning conversations with staff both individually, and as a group.

Modern Learning Environment

Discuss how current educational trends/theories will help prepare or students to be 21st Century Woman of Mercy

Half of all jobs by 2030 will be done by robots. Today, and in the future, employers will be looking for graduates who are curious, creatively agile thinkers, and lifelong learners. Therefore, it is our challenge as educators to prepare our students for this reality. Educational initiatives such as Hangarau Matahiko are a start, but we need to think much more widely than this. Current and emerging technologies play an important enabling role in creating new learning opportunities and ways of learning. But we need to use these technologies in ways that strengthen students cultural and linguistic diversity so that they can engage confidently in a global environment. The term 'modern learning environment' has already been replaced with 'modern learning practices' which recognises more accurately that it is more than just the environment that needs to change. Other educational trends that will help our students become 21st Century women of Mercy fit seamlessly with our special character. Dynamic mindfulness, restorative justice and the imperative to create young people who are empowered change agents, are educational trends that Catherine McAuley could have written herself. In a more concrete way, the employment of AI to generate information from the data we already have in schools will help us find trends and offer problem solving solutions to the issues that we have with the students in front of us now. This information can potentially show us our students' strengths, weaknesses, interests and levels of wellbeing, which then enables us to better meet their current learning needs.

Regardless of what the educational trends or theories are, however, teachers' relationships with students will remain the strongest indicator of student success.



AUCKLAND UNIVERSITY OF TECHNOLOGY
TE WĀNANGA ARONUI O TĀMAKI MAKAU RAU

MASTER OF EDUCATIONAL LEADERSHIP
WITH HONOURS (FIRST CLASS)

Awarded to

Nicola Jane Whitman - Blackwell

W

ho has completed the prescribed programme
of study and has satisfied all statutory
requirements for this qualification

Chancellor

Deakin

Vice Chancellor

Deakin

Director, Student Administration

Reid

14 December 2017
Date Granted



AUCKLAND UNIVERSITY OF TECHNOLOGY

Culture & Society Dean's List 2017

Awarded to

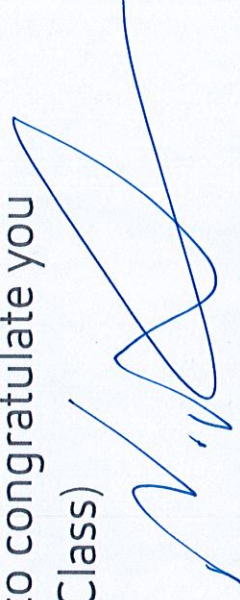
Nicky Whitham-Blackwell

Master of Educational Leadership

On behalf of the Faculty of Culture & Society we would like to congratulate you
on achieving your degree with Honours (First Class)

11 December 2017

Professor Nigel Hemmington
Dean of the Faculty of Culture & Society

A blue ink signature of Professor Nigel Hemmington, written in a cursive style, is placed over the text of the congratulatory message.

11 December 2017

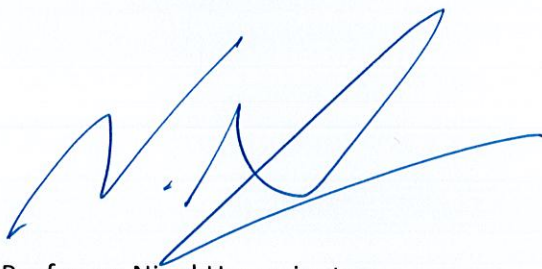
Nicky Whitham-Blackwell
30A Oxford Terrace
Devonport
Auckland 0624
NEW ZEALAND

Dear Nicky,

Dean's Award for Excellence in Postgraduate Study

I am very pleased to congratulate you on being named as a recipient of the Faculty of Culture & Society **Dean's Award for Excellence in Postgraduate Study**. This award is made to you as one of the highest achieving students who has outstanding results and it formally recognises your excellent academic record.

I am thrilled to be able to send you this acknowledgement and I encourage you to list the award on your CV. Once again, sincere congratulations on your sustained accomplishment as a top student at Auckland University of Technology. If you decide that further postgraduate study features in your future plans, we would be delighted to welcome you back.



Professor Nigel Hemmington
Dean of the Faculty of Culture & Society



TEACHER REGISTRATION BOARD

**CERTIFICATE OF REGISTRATION
AS A TEACHER IN NEW ZEALAND**

This is to certify that

Nicola Jane Whitham

having completed training and the required period of service recognised by the Teacher Registration Board and having satisfied the requirements for registration laid down in the Education Act 1989, has been granted full registration as a teacher in New Zealand, and may use the words 'Registered Teacher.'

Signed: 

Director

Signed: 

Chairperson

Dated this *18th* day of *January* 1994

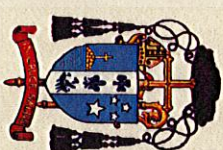
Registration number *179154*

Te poari kairēhita kaiako





Catholic Institute of Theology
Te Pūtahi Mātauranga Whakapono Katorika
Diocese of Auckland, New Zealand



This is to certify that

Nicola Jane Whitham-Blackwell

has successfully completed a

(8 modules)

Certificate in Leadership in a Catholic School

Awarded 18 May, 2002

John J. Dunn
Principal

Robert Toel
Co-ordinator Religious Education



Palmerston North College of Education
Te Kupenga o Te Matauranga

DIPLOMA OF TEACHING

This is to certify that

Nicola Jane Whitham

has successfully completed a prescribed course of Secondary
Teacher Training and is awarded this diploma under the authority
vested in the Palmerston North College of Education Council.

Awarded this *30th* day of *November* 1991

CHAIRPERSON of the Council

PRINCIPAL of the College

NEW ZEALAND





Contact Centre

RESULTS SHEET

3 April 2004

Nicola Whitham-Blackwell
42 Kiwi Road
Devonport
Auckland 1309

ID Number: 2003598173
NSI Number: 2563084
Programme: AC1068 Postgraduate Diploma of Education

			Grade	Credits
827.801	2003	Christian Religious Education in Integrated Schools: Theory and Practice	AEG	30

Specialists in Professional Education

Street Address
Gate 4, 60 Epsom Ave
Epsom, Auckland

Postal Address
Private Bag 92602
Symonds Street
Auckland 1035
New Zealand

Tel 09 623 8883
Fax 09 623 8950
www.ace.ac.nz

Pass Grades:
A, B, C, CR, LA, P
AEG - Aegrotat Pass
CT - Credit Transfer
LA - Learning Outcomes Achieved
PD - Pass with Distinction
PM - Pass with Merit
RPL - Recognition of Prior Learning

Fail Grades:
D, F, LN, T
T - Terminated
WD - Withdrawn



MASSEY UNIVERSITY

ACADEMIC RECORD

SURNAME, FIRST NAMES: Whitham, Nicola Jane

FORMERLY:

STUDENT ID: 99807784

ENTRANCE QUALIFICATION: Not Specified

Semester	Paper Number	Paper Title	Pre 2007		Credits	
			Pts	Pass	Fail	Value
1991						
Palmerston North College of Education						
1991 Education						
	CC101	Professional Studies		P		
	CC102	Education Studies		P		
	CC103	Integrated Course		P		
	CC104	Teaching Studies 1		P		
	CC105	Teaching Studies 2		P		
	CC106	Teaching Practice		P		
Awarded: Diploma of Teaching (Secondary) on 1991						
Granted by Palmerston North College of Education						
1998						
Palmerston North College of Education merged with Massey University 1 June 1996.						

UNIVERSITY



OF OTAGO

WHEREAS THE UNIVERSITY OF OTAGO HAS BEEN EMPOWERED BY AN ORDINANCE OF THE
PROVINCE OF OTAGO IN 1869 AND ACTS OF THE LEGISLATURE OF NEW ZEALAND TO
CONFER DEGREES AND AWARD DIPLOMAS OF THE UNIVERSITY

THIS IS TO CERTIFY THAT

N I C O L A J A N E W H I T H A M

HAS BEEN ADMITTED BY THE UNIVERSITY TO THE DEGREE OF

BACHELOR OF ARTS



REGISTRAR

CHANCELLOR

DUNEDIN, NEW ZEALAND

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THE CATHOLIC INSTITUTE
OF AOTEAROA NEW ZEALAND
Te Pūtahi Katorika ki Aotearoa

The Catholic Institute of Aotearoa New Zealand
with the authority granted it by the
New Zealand Catholic Bishops' Conference
has pleasure in awarding the

Having Life to the Full

John 10:10

A Catholic Course in Human Sexuality

Certificate of Completion

to

Nicky Whitham-Blackwell

Date: 25th February 2019

C. A. MacLeod

Director

The requirements for "Having Life to the Full" John 10:10 A Catholic Course in Human Sexuality" Certificate of Completion are attendance at the four-day seminar and the completion of two assignments, representing 40 hours towards Certification.

Referee's Report

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

For: (Candidate to complete

Nicky Whitham-Blackwell

Referees Name: Betty Harrison

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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 former colleague of Nicky Whitham Blackwell. I have known Nicky for six years. I was Head of Department of Religious Education at Carmel College where I had the pleasure of working with Nicky who was both an RE teacher and a Dean of the Year 13 students. We worked closely, planning stimulating and enriching retreat experiences for the senior students which would serve them well as they transitioned from school into their chosen paths at the end of the year.

As a Year 13 class teacher, I attended weekly Yr. 13 level assemblies. I observed Nicky, as Dean, lead the students in a manner that was respectful yet firm. Having two daughters of her own at the school, she was familiar with the younger generation, their level of maturity, their interests and was able to connect with them in a way that was authentic and caring. I was very impressed with the mutual respect between the senior students and Nicky. She was encouraging of them, she not only listened but heard what they were saying, showed understanding and compassion and acted on it.

A committed educator, she promoted excellence in teaching

and learning, while also caring for the whole person, valuing each person's contribution and potential for excellence holistically. She showed sensitivity towards students and their needs and readily made herself available to them. She encouraged students to take responsibility for their actions and was fair with them.

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

Nicky has a strong faith which imbues her daily life and her interactions with people. She demonstrates Catholic virtues and beliefs in her dealings with people. She is welcoming and hospitable, a Mercy woman through and through.

Nicky is an intelligent, articulate person who has excellent interpersonal skills. She is highly qualified, experienced in leadership and serious about Catholic education. She has an outstanding work ethic and is thorough in everything the role would demand.

She has a high level of emotional intelligence which I have observed in her interactions with students, staff and the parent community. She has a wisdom beyond her years and a genuine, personal concern for every student in her care, forever encouraging them to do their best.

Her interpersonal skills are outstanding, she relates well to people from all walks of life. She makes wise, considered decisions in the best interest of the school community.

Nicky is collegial and works to engender a team spirit. She identifies ways that can improve the functioning of a school and makes things happen through her own willingness to put in the time, energy and effort.

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

If I had to choose anything it would be that Nicky has not been a Principal before. However, I have absolutely no doubt whatsoever that she would be well and truly committed long-term to doing this job superbly well and giving her total attention, time and talent to the enhancing school community. She is a leader the community would be proud to claim as their own. She is interested and up to date not only with the Ministry of Education initiatives but also with the latest Church teachings and directives through Papal encyclicals and Bishops Statements. She has very high standards of academic achievement for herself and for her students.

She has the ability and the vision to further develop and enhance the education of the students in an already high performing school.

She is a vital, energetic person with vision who would listen and learn from her mentors as she shows an openness to constructive criticism and feedback.

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

I have no hesitation in saying that Nicky would be a huge asset to St Mary's College. Having worked at St Mary's College myself for 10 years I am very aware of their Special Character and the unique spirit that exists at that school. There could be no one more suited to this school. She is a practising Catholic who exemplifies Mercy, she is kind and compassionate, intelligent and articulate, and wholeheartedly cares about Catholic education. She is very much a team person, vivacious, sociable and aware. Her leadership skills are proven. She is a self motivated, independent woman of vision and integrity.

Yours sincerely,
Betty Harrison
Baradene College of the Sacred Heart.

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

Nicky Whitiham-Blackwell

Referees Name: Kathleen Petrie

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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 appointed Nicky to the position of Year 13 Dean at Carmel College where she had been teaching English since the early 2000s. I was Principal there till 2013 and worked collegially with Nicky until I retired. In 2017 I led a team of Special Character reviewers at St Dominic's, and saw Nicky at work again during the period of that review, which focussed strongly on the Department she has been leading.

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

Nicky is a woman of passion and integrity. She is extremely loyal to her school. She has the ability to be present to others in a very real sense. Her personal presentation is flawless, and she adds to this a warm, engaging manner and a lively sense of humour. Her work ethic demands a great deal of herself, and she is constructive in her approach to decision-making. These high expectations extend to her colleagues, always with the best outcomes for students in mind. Nicky is an excellent communicator, and knows the importance of keeping the relevant people "in the loop" while maintaining discretion. She has the ability to listen for what is not being said, and to make a path between conflicting or entrenched agendas. She is highly articulate in both written and spoken forms; while she is able to formulate and state her own viewpoint very clearly, she understands the importance of collegiality in decision-making, and will follow through on decisions once made. Nicky is well aware of current developments in education, as they affect both the classroom and the leadership of a school. Nicky was highly valued as a staff member, by students, parents and colleagues. Most importantly, Nicky is thoroughly conversant with all the dimensions of Catholic Special Character and has explored them in depth as a DRS. She demonstrates commitment to her own faith development, and a Catholic world view comes naturally to her. She readily identified with the Mercy charism. She is a Minister of the Word in her home parish, along with one of her daughters. All of these attributes make her an excellent candidate for the leadership of St Mary's College.

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

Nicky can be hard on herself (see above comments on high expectations) and may need to learn the requisite amount of pragmatism, since not every leadership decision will be the perfect one. It will be important for her, if appointed, to have ongoing and regular mentorship with an experienced Principal. Her time as a member of the Senior Leadership Team at St Dominic's has been relatively brief, and focussed on a particular portfolio, which means she has not had experience of day-to-day school administration, and some familiarity with this will need to be quickly learned although the responsibility will be delegated to another member of the SLT. Nicky has learned the importance of delegating, acknowledging and accompanying; she is familiar with the strategic planning processes which underlie the bigger picture.

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

Nicky likes her students and wants the best for them, encouraging them to make responsible choices and be resilient in dealing with the consequences. As the mother of two late-teen daughters, she "gets" girls. In Nicky the BOT will encounter someone who is fully professional in her approach, and also a fully committed Catholic. She has the potential to grow in the role, for which she has been preparing through the Aspiring Leaders programme, and to provide many years of leadership.

Please return directly to:

Janne Pender

Ahead Associates

By email: jannepender@aheadassociates.co.nz

From Anna Heffernan:

021 133 9876 (mob and day/night); 09 600 1286 (evening). *(Note new mobile number)*

RE NICOLA WHITHAM-BLACKWELL

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 been a fellow senior leadership team (SLT) member for the past two years, Nicky's mentor for adjusting to her role in this college, and her appraiser throughout that time. I also worked with Nicky in the past for two years when I was the DP and Nicky a staff member and dean.

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

Nicky's personal qualities, interpersonal skills, personal and educational leadership, administrative skills and support for special character are the main reasons that make her an excellent candidate for this Principal position.

Personal qualities:

Nicky is calm, focused, kind, caring, compassionate, a realist re life's circumstances for individuals, and has a lovely gentle sense of humour.

She always shows high personal integrity, takes feedback well and learns from it. Nicky works very hard in her current role. She handles pressure by being well organized and drawing on support through delegated tasks. She is completely reliable. Nicky is very decisive. She has an excellent professional and personal presence with students, staff, families and outside agencies. Nicky shows flexibility, a very necessary trait in the demands of a secondary school today.

Inter-Personal Skills:

Students:

Independently gathered feedback from Nicky's Yr 12 R.E. students rates her extremely highly for her interpersonal skills with students. The students feel she really understands their reality and works hard

to support their optimal development. She has further adapted her teaching to better meet the needs of the students.

At this college, the SLT member and dean roll up with the year level, from Year 7 to Year 13. Last year and this, Nicky works closely with one dean and her related form teachers to support the well-being of these students. Her vast pastoral experience is positively appreciated by these staff and students. She has a good rapport with various more challenging students in the year level. During a period of the dean being on parental leave and the acting dean being very new, Nicky greatly assisted the latter to handle problems and resolve conflicts with students (and their families) early to avoid any escalation.

Nicky has wide influence with students through the special character promoters' group, one from each of the 36 form classes, led by three Year 13 students. She has also assisted students to be more actively involved in Young Vinnies. Through these groups she has had regular and life giving contact with students across Years 7 to 13.

Nicky works closely with many and varied students in whole school Masses, having greatly enhanced the diversity of students involved in these events. Students like working with her.

Colleagues:

Nicky works closely and very effectively with the other members of the senior leadership team, with the chaplaincy team, and as a member of the Religious Education and English department teams.

Various staff feel comfortable coming to Nicky about personal or professional matters. She is well respected by staff. Her listening skills are well developed. She is sensitive to personal circumstance and supportive of staff.

Parents/Caregivers:

Nicky has worked closely with parents and caregivers in her role as SLT liaison for Year 10. She has supported and at times coached the dean so that these contacts and meetings can be effective and focused on restorative processes if required, and so that community relationships are built in the course of the contact.

Close parental contact has occurred for the annual sacramental programmes, with parents and families really appreciating Nicky's support for their daughters undergoing RCIC at school.

As an academic coach, Nicky has regular contact with parents and caregivers in our student led conferences.

Others in Wider Community:

Nicky has worked closely and well with Fr Kevin Murphy, the sacramental chaplain, other priests, and Logos as part of her SLT role.

All Year 12 do service each week for half the year, many with outside organisations. Nicky has visited all these organisations to re-set the programme, and maintains strong communication with them. She trouble shoots effectively on a weekly basis if needed, and responds flexibly if helpful to the situation.

Nicky maintains links through the local and national DRS networks, through ASDAPA, and is linked to others on the national programme for leadership for Catholic secondary schools.

Personal Leadership

Nicky is thoroughly committed to the school's mission and vision, a personable leader, consultative, and well able to delegate.

She is innovative, shown in her sharing her Masters research first with SLT, then the teaching staff, and then assisting a systemic change in our Year 13 curriculum requirements to better support student's learning and well-being.

Nicky is well able to motivate and earn respect, of students, of staff, and of the wider community. She is thoroughly supportive of good tone and discipline standards, and has been upskilling in the formal restorative practices that underpin pastoral care in this college.

Nicky has a high profile around the college. As an SLT member, she regularly acts as MC at whole school assemblies, apart from her regular public speaking with Mass practices and occasions. Her public speaking is targeted to the audience, fluent and engaging.

Educational Leadership

It is evident at SLT meetings that Nicky has a solid understanding of curriculum trends. She uses teaching as inquiry in her own practice. I have observed her flipped classroom, and her good use of IT for learning. She uses evidence effectively to fine tune her teaching practice to better meet the needs of learners.

Nicky is an academic coach for each of a diverse group of Yr 10 students, supporting them to increase their agency in self managing their learning.

As an SLT member, Nicky oversees two curriculum areas (Music, and Languages, including Te Reo Maori, French, Japanese and Chinese), working with those heads of department as their appraiser, attending their annual learning area report meeting with the principal and DP curriculum, and writing the summary report to the board on each of her curriculum areas.

Administrative Skills

Nicky has completely updated, digitized and enhanced most of the documentation for the DRS and retreats.

She plans well ahead and organizes effectively many whole school, whole year level and individual class events.

Nicky applies her Masters studies in her work as an SLT member, being up to date with management systems.

She is an effective resource manager, putting in bids for budgets, working within budget and seeking additional funding from lateral sources at times. The DRS related resources have been culled, updated, rehoused and are now very accessible for retreats and other special character activities.

Nicky is skilled with document presentation, IT, powerpoint and such like. She uses both Microsoft and Google suites well.

Nicky has worked with policy review on the board's special character committee, and at SLT level.

At all times Nicky's administrative work is focused on what is best for students within the school's vision and mission.

Support of Special Catholic Character

Having been a staff member in three Mercy schools myself for over 10 years in total, I can vouch that Nicky is a Mercy woman at heart. Her way of being epitomizes the Spiritual and Corporal Works of Mercy. This would be a huge benefit to St Mary's, being in the Mercy tradition.

Nicky has effectively expanded the bicultural dimension of religious practice at this college, coming out of her previous Mercy school experience.

Because she is currently the DRS, examples of Nicky's special character support are sprinkled throughout this referee report.

Coming from her own strong personal and active Catholic faith, Nicky is completely supportive of the Catholic Special Character of the College in all that she does. Her own faith background matches contemporary theology.

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

Nicky's two main development areas would be governance, and learning to be a Principal. Her main Board contact to date has been the special character committee of the board.

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

I highly recommend Nicky Witham-Blackwell, without reservation of any kind, as the Principal for St Mary's College.

Signature of referee: *A Y Heffernan*

Date: 15 May 2019

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