Referees Report Form
Te Mata School (Raglan) School Principal Position

This is a short referee report to give the Te Mata School (Raglan) Board information to assist them with the interview process.
Referees will be contacted for further information if required.
Please email this report to Anaru Morgan, Consultant for the Board by no later than 5.00pm on Wednesday 10 November 2026. Email: anaru@auhekeroa.co.nz
The title in subject Line, ***"(Name of Applicant, Referee's Report Te Mata School.")***

A suggestion is that referees save the form to their desktop or a folder and complete it using Microsoft Word or Google Docs.
When you upload the referees form to return it, please send it as a pdf file.

Name of applicant	
Name of referee	
How long have you known the applicant?	
In what capacity do you know the applicant?	

Criteria **Use a ✔ in the best fit box.**	**1** **Satisfactory**	**2** **Competent**	**3** **Highly Effective**	**4** **Excellent**
Has proven commitment and experience in leadership and teaching and learning in a rural school context.				
Ensures Te Ao Maori, tikanga Māori and Te Reo Māori are an essential part of school identity and culture through:				
Has experience as a leader of learning with a constant focus on student progress and achievement.				
Has the interest and wellbeing of students at the heart of everything the school does.				
Manages behaviour alongside the team and whānau from the focus of restoring and maintaining balance and mana of				

those involved.				
Is visible and hands-on, actively involved in school life.				
Forward thinking and focused on ensuring high quality learning opportunities based on the implementation of a relationship based and student centred, localised curriculum.				
Establishes positive relationships with students and their whānau/family.				
Uses a range of evaluation, inquiry and knowledge building activities to develop, implement, monitor and modify strategies for improvement.				
An effective communicator with exceptional people management skills.				
Sound understanding, knowledge and capability to ensure the continued implementation of our school wide focus on: ● the importance of play and exploration in learning ● collaboratively building culturally effective processes of assessment for learning practices that enable students to be active in the learning process ● structured literacy and mathematics programmes.				
A professional - honest, organised and efficient teacher and leader.				
Cultural effectiveness: Integrates culturally effective practices, particularly for Māori students.				
Grows and maintains a culture of collaboration, trust, and respect where staff are empowered to provide a wide range of experiences that engage, excite and motivate all students.				
Ability to use and implement effective systems for finance, property, health and safety.				
Confident and positive with a future focussed approach to problem solving. A leader who ‘walks the talk’.				

Explain why you think the candidate should be appointed to this position. Where possible include examples. (The boxes will expand on typing)
What do you see as an area for this candidate's professional growth and development?
Do you have any hesitations in recommending this candidate for the role of Principal at Te Mata School? If yes, please record your reasoning.

Declaration
I certify that the information submitted in this referee's report is an accurate and true representation of my knowledge and experience of the applicant's abilities, knowledge and attributes. Your signature is verification of this.

Signature:

Date:

Please send the referee report to Anaru Morgan anaru@auhekeroa.co.nz no later than 5pm on Tuesday 10 November 2026.