



REFEREE FORM

Thank you for completing this referee report – it will be treated in the strictest confidence and used for no purpose other than for consideration of the named applicant for the position advertised.

This is a brief referee report to give the principal and board an overview of your assessment of the candidate in a selection of leadership parameters.

Please keep comments to key words/ phrases – the rating scale is from 1-5 with 5 being at the high end.

Please return to Philippa Kaiser, Principals EA, at p.kaiser@papakurahigh.school.nz by 3pm on Monday 21 September 2026.

POSITION APPLIED FOR	Associate Principal - Papakura High School
NAME OF CANDIDATE	
NAME OF REFEREE	
CONTACT NUMBER FOR REFEREE	
HOW LONG HAVE YOU KNOWN THE CANDIDATE?	
WHAT IS YOUR PROFESSIONAL RELATIONSHIP TO THE CANDIDATE?	

LEADERSHIP QUALITY	COMMENT	RATING from 1-5
EDUCATIONAL VISION		
COMMITMENT TO BILINGUAL EDUCATION		
TE REO MAORI PROFICIENCY		

LEADERSHIP QUALITY	COMMENT	RATING from 1-5
PERSONAL AND PROFESSIONAL ETHICS		
VISIBILITY AND ENGAGEMENT		
CHANGE LEADERSHIP		
CONFLICT RESOLUTION SKILLS		
CURRICULUM LEADERSHIP		
COMMITMENT TO PROFESSIONAL LEARNING		
TEAM WORK		
SELF ORGANISATION		
COMMUNITY PROFILE		

OVERALL
RECOMMENDATION

YES -
unreservedly

☐

YES – with
reservations

☐

POSSIBLY

☐

NO

☐

SUBMIT
FORM