

The importance of a good school leader for a school

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- Born: 1950 in Amsterdam
- 1971 - 1985: teacher of chemistry at
Het Amsterdams Lyceum
- 1985 – 2017: principal at Het Amsterdams Lyceum
- 2017 – now:
interim principal at several schools, coaching of
principals, writing a book about the profession of
principal



School leader

School principal

Headmaster

Headmistress

Head

teacher

Rector

School director

Sometimes the School leader is (part of the) school board.

There is also a supervisory board.



1. Character and conduct

- Be present
- Be visible
- Be transparent and open
- Serving leadership (not always)
- Like working hard
- Stress resistant
- Sense of humour
- Not insultable



2. The way of working with the team: two possibilities

- Educational matters:
Be democratic, talk in the team, discuss about it and decide together. Do it in meetings with all teachers.
- Organizational matters:
Take a decision after telling the team what you want and why. Allow discussion but decide yourself.
Be clear to all participants about the decision.

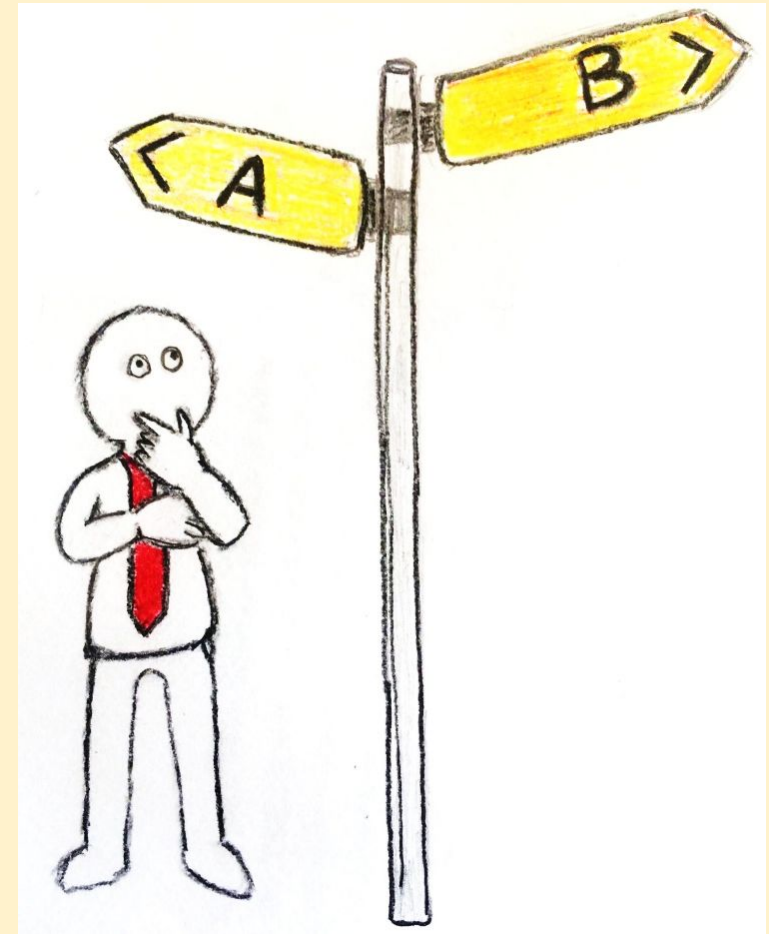
In all cases support of the team is important!



3. Some advices to make decisions

- When presenting a plan, do not only mention the good things about the plan, also mention the bad things.
- To make a decision easier, it is sometimes a solution to decide you will do it for one year.
- Also plan an evaluation of the decision.

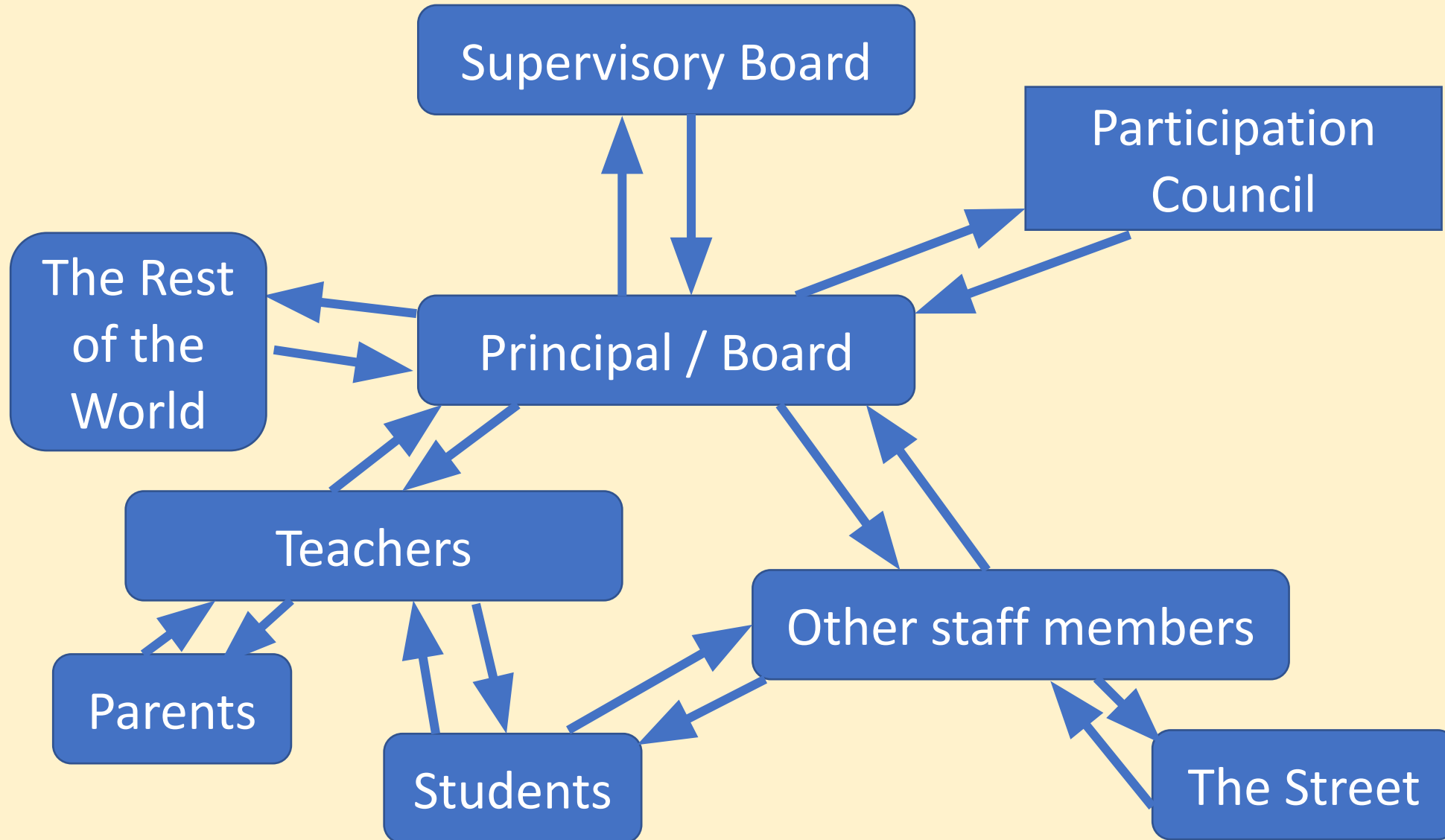
To B or not to B?



4. Other aspects of work

- Always make clear how you want things done.
- The principal also teaches now and then
- The principal also replaces the doorman now and then
“Standing with your feet in the mud”
- Stand in front when something nasty happens (death of a student or a teacher, fire, terror)
- Make procedures for these things
- Now and then have social meetings with your staff

5. Organization Chart



6. Public relations

- The image of the school to the outside world is decisive for having future students
- Tell to your staff members:
 - When you are not happy with your work: tell me!
 - When you are happy with your work: tell the world!
- Be the only one who talks to the media (press, TV etc.) in case of something nasty
- Keep thinking that your school is an institute with a high level: don't give stupid toys on Open Days
- Rituals are important!



When your job ends after many years...

- Don't interfere with the procedure to find a new principal.
- BUT: There is a golden rule:
 - When the school is running fine and the reputation is good: always look for a new principal from the existing team
 - If not: That would be the most stupid thing you do!
- Let the new principal do his or her job without your interference!

Thank you!

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