

# **Middle Leadership in New Zealand Secondary Schools**

**A complex role with many challenges**

Martin Bassett

# Outline

- **Examine expectations of middle leaders**
- **Explore challenges facing middle leaders**
  - **Strategies to support middle leaders**

# Rationale

- **Middle leader in 3 schools over 10 years**
  - **Absence of leadership development**
    - **Advice informal and ad hoc**

# A new role

- Educational reforms intensified senior leadership role
- New responsibilities for middle leaders
  - Workload unmanageable

# Methodology

- Qualitative questionnaire
- BOT, Senior leaders, Middle leaders
- 60 participants - 8, 15, 37

# Findings - Expectations

- Curriculum leadership
  - Developing staff
- Administrative tasks

# Findings - Challenges

- Lack of time
- Lack of leadership development
- Leading department within wider school context

# Leadership Development





**“Qualification for the role of classroom teacher is no longer adequate for the role of middle leader”**

**Bassett (2012)**

# Conclusion

- **Middle leaders - pivotal, demanding role**
  - **Middle leaders unprepared**
- **Leadership development essential**

# Useful Links

**[Middle leadership development](#) - Martin Bassett**

**[Appraisal of Middle leaders](#) - Joanne Robson**

# Leadership Development?

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