



Professional Learning and Development Accreditation

Personal Profile

First name and Surname	Kay Penniall
Personal statement (optional)	Kay is currently a Leadership and Assessment Facilitator at Team Solutions. She has experience as a Deputy Principal in both primary and intermediate schools and has taught at every primary level from new entrants to year 8. Her previous facilitation roles include Leadership and Management, Assessment to Learn and Mathematics.

Professional Learning and Development Overview

<ul style="list-style-type: none"> • Data analysis and evidence based decision making • Evaluative capability • Assessment for learning • Culturally responsive pedagogies • Teacher observation and practice analysis conversations • Student voice 	<ul style="list-style-type: none"> • Collaborative inquiry • Building relational trust • National Standards • Literacy across the curriculum • Supporting leaders with change management • Adapting teaching practice for modern learning environments • The New Zealand Curriculum
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Professional Information

<p>Academic history and research interests 2012: Adaptive Expertise, University of Auckland 2008: Master of Education (First class hon), University of Auckland 2006: Postgraduate Diploma in Education, University of Auckland 1986: Trained Teachers Certificate, Department of Education 1984: Bachelor of Education, Massey University 1983: Teaching Diploma, Palmerston North Teachers College Research interests: Culturally responsive pedagogy, managing risk in professional learning, developing the adaptive expertise of teachers and school leaders.</p>
<p>Experience as a facilitator 2012 – 2016: Leadership and Assessment facilitator for Team Solutions 2008 – 2010: Assessment to Learn (0.5) and Leadership and Management (0.5) for Team Solutions 1993 – 1997: Mathematics for School Support Services, Wellington (previously known as Kay McCallum) Programme writing and development: Collaborated with Team Solutions facilitators to write regional and national workshops including The New Zealand Curriculum, Introduction to National Standards, Overall Teacher Judgements, Developing Communities of Learning and Teacher Education Refresher Course</p>
<p>Presenter: 2016: Teacher Education Refresher Course – Team Solutions for the Education Council 2016: Developing Communities of Learning – Team Solutions 2016: Supporting Leaders in a Constantly Changing Educational Environment – Team Solutions 2014 to 2015: Supporting Teachers to Make Overall Teacher Judgments – Team Solutions (National) 2010: National Standards Workshop Series 2008 to 2010: Introduction to the New Zealand Curriculum – Team Solutions</p>

Summary of Examples of Practice

Kay is skilled at listening to the needs of leaders and teachers and co-constructing professional learning plans to help them reach their goals. She works with leaders to analyse school wide data so that focus areas for improvement can be identified. She is responsive to the needs of the school and has a strong focus on implementing pedagogy that will accelerate the learning of all students. Kay maintains a strong emphasis on supporting schools to develop culturally sustaining practices designed to improve outcomes for Maori and Pasifika students.

Her strengths include a deep understanding of the New Zealand Curriculum, collaborative inquiry processes, evaluative capabilities and change management. Kay works alongside school leaders to develop assessment and data expertise that includes knowledge of the National Standards, moderation, and the collection of valid, reliable data. She guides teachers and leaders through the process of using data to identify target students and planning programmes to improve student achievement. Alongside this robust systems for tracking student progress are developed.

Kay has expertise in teaching as inquiry and formative assessment strategies. She develops formative assessment strategies that include establishing the relevance of the learning, sharing clear learning goals, co-constructing success criteria and providing students with explicit feedback. Teachers are supported to inquire into the impact of their teaching on student achievement and to change their practice when students are not making sufficient progress.

She coaches leaders to develop observation and practice analysis conversation (PAC) skills. The PACs have three parts, pre-observation discussion, observation of teaching and a post observation analysis of the teaching. Through the PAC process success can be affirmed and next steps can be co-constructed with teachers. Video is used so that teachers and leaders can reflect on their own practice. Leaders are also supported to develop relational trust and the skills required for having challenging conversations with teachers.

“Kay is an extremely astute person - she has quickly established her credibility with the staff and is progressing our learning while ensuring differentiation happens. In addition, Kay has a wealth of experience in working as a Change Agent. She understands the different approaches needed with the ‘early adopters’ and the more reluctant learners too. She has the skills and capacity to manage situations where difficult conversations are required and to give positive feedback where and when it is warranted. We are SO fortunate to have Kay as our Facilitator.” Principal

“Kay’s work with the leadership team to strengthen and grow their capability to lead and embed sound literacy and assessment practices in the school has supported us to develop systems and processes to embed an inquiry mindset. The growth of our pedagogy and practice is evident in teacher’s practice, student outcomes and professional reflections based on practice analysis conversations. Kay has been able to demonstrate and model strategies for leaders and teachers that have allowed them to take ownership of their professional growth in pedagogy.” Principal

Referees

Reference One

Referee Name	Clare Hocking
Contact Number	(09) 8345467 or 027 4932357
Contact email address	clareh@rutherfordprimary.school.nz

Reference Two

Referee Name	Stanley Whata
Contact Number	(09) 2759194 or 021 75966
Contact email address	stan.whata@koru.school.nz

