

2.1 Deputy M. Tadier of St. Brelade of the Minister for Education, Sport and Culture regarding the recent appointment of the new Head of La Moye School:

In the light of the recent appointment of the new Head of La Moye School, will the Minister confirm that due process was observed by the department and will he inform Members of the measures in place to promote home grown talent to top positions?

Deputy J.G. Reed of St. Ouen (The Minister for Education, Sport and Culture):

I can confirm that I am satisfied that due process was observed by my department during this appointment. I am also satisfied that a robust appointments procedure is in place that ensures selection is made against a clear set of professional criteria. To ensure that, insofar as it is possible local candidates are properly prepared to compete, a number of leadership development programmes are in place. These include Leading, Learning and Teaching; Leading from Experience; The Established Leaders' Programme; The National Professional Qualification for Headship, The Leadership Programme for Serving Head Teachers; and The Consultant Head Teachers' Programme. In addition, deputy head teachers may also be offered a secondment or a period as acting head teacher in order to develop their skills further. The success of this strategy is particularly evident in the primary school phase where we have not appointed a head teacher from off-Island in over 20 years.

2.1.1 Deputy R.G. Le Hérissier of St. Saviour:

Would the Minister outline whether his department has experienced previous difficulties with the appointment of principalships from outside the Island and what lessons were learnt on those occasions?

The Deputy of St. Ouen:

I do not, as I said in my response, believe that we have faced any difficulties within the primary school phase. There have, as I understand it, been issues in the secondary schools, however, I do believe that they were unfortunate incidents and did not reflect the failings in the process.

2.1.2. Deputy S. Power of St. Brelade:

Would the Minister be prepared to state, with the benefit of hindsight, whether the manner in which the Education Department communicated the appointment of the new proposed head teacher at La Moye was done in the correct way and if it were to be done all over again would he change the way it was done?

The Deputy of St. Ouen:

Communication with hindsight is always questionable. Certainly my view is that the procedure and the process was handled correctly. However, I suppose the department - and it was quite fortunate in some respects - did not expect the amount of support that the deputy head teacher was shown by the parents, which we celebrate and are encouraged by it. That was the only area that, I think, perhaps in hindsight, if we had known of those feelings, we could have perhaps dealt with the matter in a better manner.

2.1.3 Deputy M. Tadier:

There seems to have been widespread confusion and perhaps some misinformation in the media so could the Minister clarify the residential status of the new teacher who

has been appointed, in fact, whether they are from the Island or from the U.K. (United Kingdom)?

The Deputy of St. Ouen:

The new head teacher has lived in the Island since 2002. She has a family and a daughter that has been born on the Island and, as such, she is quite entitled to apply and be considered for the position.

2.1.4 Senator B.E. Shenton:

The Minister admitted that he was surprised by the reaction of the parents. Would it not have been a good idea to find out what the parents thought of the acting teacher when you are going through the interview process? Does this not show a complete failing by the department to do their job properly?

The Deputy of St. Ouen:

Not at all, we would expect, in fact, all teachers to be supported by the parents. In fact it would be ridiculous to believe otherwise. In this particular case the issue was more about concerns over how the teacher was dealt with than the support that the parents were offering. The teacher himself has been totally embarrassed by the whole issue and certainly believes that at this time a line should be drawn under this unfortunate issue.