Victorian Aspiring Principal Assessment

The Victorian Aspiring Principal Assessment (VAPA) is an assessment for aspiring principals that determines whether they are ready to be appointed to a principal role, and what professional development they require. It recognises the strengths, potential and expertise of educators in Victorian schools.





Application



Assessment



Outcome



Self-assessment

Self-assessment against the 5 Professional Practice Areas aligned to the Australian Professional Standard for Principals



360° feedback

Online surveys that collect perspectives on an aspiring principal's capabilities as rated by the aspiring principal, their principal (or supervisor), and 3 principal-nominated peers and community members



Report

Detailed report that indicates areas of strength and areas for development against the professional practice areas and emotionally intelligent leadership competencies



Written application

Assessed against a sampling of the professional practice areas



Portfolio

A compilation of artefacts purposely selected and appropriately annotated as evidence of aspiring principal's capabilities



Feedback and leadership development plan

Feedback to inform the aspiring principal's leadership development plan and/or referral to targeted professional learning

VAPA statement of

readiness





Feedback and referral to targeted professional learning



Interview

A behavioural interview to address evidence gaps identified from the 360 and portfolio, and provide additional evidence to demonstrate capabilities

What is assessed?

Professional practice areas

- **Solution** Leading teaching and learning
- Leading improvement, innovation and change
- Leading the management of the school
- Engaging and working with the community

Emotionally intelligent leadership competencies

- Self awareness
- Awareness of others
- Authenticity
- **Solution** Emotional reasoning
- **⊗** Self-management
- **Over the second of the second**

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Not met

Able to be appointed to a principal role

Met

12 months to build capability for reassessment