

## APPRAISAL DISCUSSION WITH VT, 29 NOVEMBER 2017

John enquired as to how Vicki's first year at Morrinsville College had gone. She said that she is very happy here and loves the people and our philosophies. She has built relationships with both teachers and students as a priority in her first year and this has gone very well for her. She made the conscious decision to be herself, even if that risked unsettling others in what is seen by many as a serious role, but this has really worked for her as everyone has felt very comfortable to approach Vicki. This includes teachers seeking counselling at times for themselves.

John asked how the school could have done better to induct or support Vicki. Vicki was very complimentary about the way she had been made to feel very welcome from Day 1 by all staff, many of whom approached her to introduce themselves on the TOD. It would have helped if some of the documentation left behind by Seline Wise had included a bit more information.

John asked what the greatest challenges have been. Working with Betsy has been a challenge at times, primarily because Betsy is a very experienced counsellor while Vicki is new to it. The other issue has been the problem of workload, with so many students wanting to see Vicki. John expressed his view that Vicki has brought a breath of fresh air to the school, that her humour and antics in staff meetings and get-togethers has been fantastic and that he has heard from many students that they have huge confidence in her as a counsellor.

John asked what major successes Vicki has had. Vicki said that parents have been very open with her and she has been very pleased that our students are happy for her to talk to their parents about their problems. She believes that she has done a good job in general in building very good authentic relationships with everyone, which is what she set out to achieve at the beginning of the year. She has very much enjoyed being herself and genuine. She feels that she has got better at looking after herself, after taking too much on in the early part of the year.

John asked Vicki about her Teaching As Inquiry this year. Vicki has focused whakawhanaungatanga – building relationships with everyone. She has done this very purposefully with staff and found that regular conversations have paid off. This has included conversations with Peter and Vince too. Her puppets' work has been very successful – it has provided a lot of fun and enabled her to build relationships with students so that she could find out more about them, both in General Studies and with her clients. She has discovered that literacy is important in counselling too and so has been teaching students to use language to express themselves in explaining how they feel. She has also used Google, drawings/art therapy and flash cards.

John asked what the next steps would be in her Inquiry. Vicki expressed a desire to embed whakawhanaungatanga practices next year. She will however trial different approaches next year to help students to relate to each other, teachers and their parents. She also wants to help staff to engage better with students and John discussed with her delivering some professional learning for about an hour on one of the Teacher Only Days at the beginning of the year.

John asked about Vicki's long-term aspirations in teaching. Vicki responded that at the moment she wants to focus on her role as Guidance Counsellor, to continue to build relationships and to do everything that she can to help students deal with their problems.

John asked whether Vicki had met Regina, with whom she will work next year. Vicki has met with Regina on at least a couple of occasions and it seems that their philosophies align and that Regina is keen to be part of a team with her.

John asked if there was anything else that she would like to discuss.

- Vicki is involved in peer supervision with two others, which she will probably modify next year to get new ideas. Similarly, she will change her professional supervisor to gain new ideas too.
- Vicki has very much enjoyed working with Jarrod and Kelly-Ann, our 24/7 workers, this year and in overseeing their role which has gone very well with the group work. They had some misgivings

about how it would work early in the year, but everyone agrees that it has been a great thing which they want to build on next year. Jarrod and Kelly have had the freedom to build activities, while checking these out with Vicki. Teacher support has been good in releasing students to attend their sessions. It has been good to see the boys making small changes and the boys want to continue with the group next year.

- Vicki wants to work with Regina to build peer support next year – this year she has simply not had sufficient time to do so.
- Vicki once again acknowledged that she needs to manage her workload and John stressed just how important this is for her so that she does not burn out.

John once again thanked Vicki for the wonderful work that she has done in her first year with us. He stated that she has been an outstanding appointment and done exceedingly well when she had a hard act to follow in Selene. He and the staff really appreciate Vicki's wonderful sense of humour, which is uplifting for everybody and so important in creating a collegial atmosphere where people help each other out, especially when the chips are down.

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