



Springboard Trust

Volunteer Opportunities



SPRINGBOARDTRUST



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Strong strategic school leaders | Thriving tamariki mokopuna

Volunteers are the backbone of Springboard Trust's work. Through our unique cross-sector model, volunteers from all walks of life partner with school leaders to further their development. They create trusting, rewarding relationships, supporting the school leader while also honing their own coaching and leadership skills. It's work strongly aligned with the te ao Māori concept of ako, in which both teacher and student learn from one another.

With a wide range of volunteer opportunities available, we are excited to offer a rewarding, impactful way for individuals and organisations to give back to schools and communities, ultimately benefiting tamariki.

How Springboard Trust volunteering works

Every school leader's situation is unique - we work with people in central metropolitan areas as well as remote rural communities.

When volunteers express their interest in working with us, we make sure to take on board their preferences, needs and skill set, so both they and the school leader(s) they work with can bring out the best in one another. We do this via a careful matching process, designed to support both volunteer and school leader to enhance their own skills.



I haven't just met a great volunteer who can challenge me where needed - I've made a friend for life.



As a result, many volunteers who give their time to Springboard Trust don't just support school leaders through a programme - they create a lasting relationship that extends well beyond the end of the work with us.

In our cohort-based programmes, volunteers have the unique opportunity to learn from other volunteer leaders across a range of sectors, serving to broaden their networks and to develop and hone their skills.



Strategic Leadership for Principals Programme

Role: Capacity Partner

1:1 coaching and mentoring support to develop a principal's strategic planning and leadership skills.

- **Time commitment:** 40 hrs (approx.) over 10 months
- **Timeframe:** February - October
- **Delivery mode:** In-person, online or blended delivery
- **Skills and experience:** Experienced leaders with strong coaching, strategic planning and change leadership skills

In our flagship strategic leadership programmes, each volunteer Capacity Partner is matched with a primary or secondary principal, and works with them to create a strategic plan for the principal's school.

Your pairing will be one of up to eight in a 'cohort' facilitated by a senior business leader. Attending the workshop sessions which cover the core tenets of strategic planning provides fantastic opportunities to connect with, teach and learn from others in a group setting.

Volunteers also meet with their principal monthly to support the application of the workshop learning to their individual school context, while challenging and supporting them on their path to better leadership.

Capacity Partners grow their own leadership by using their skills and forming a close relationship with both the principal and their school.



It was incredibly powerful and I was so proud of the principal - helping them reach a place of growth and honesty is a real privilege



The cohort I've been working with - it's been like a beacon of hope, of people coming together who are experiencing similar challenges.



Strategic Leadership for Principals Programme

Role: Facilitator

Develop and care for a full cohort of principals and volunteers, delivering a unique learning experience.

- **Time commitment:** 40 - 50 hours (approx.) over 10 months
- **Timeframe:** February - October
- **Delivery mode:** In-person, online or blended delivery
- **Skills and experience:** Experienced leaders with strong facilitation, coaching, strategic planning and change leadership skills

The Facilitator role within the Strategic Leadership for Principals Programme, curates the development experience for a cohort of up to eight principal-volunteer pairings.

Facilitators deliver a series of eight or nine workshops, focusing on the core principles of strategic planning and strategic leadership. Importantly, the sharing of their own leadership experiences brings the content to life.

Volunteers hone their own group facilitation and strategic leadership skills, building strong relationships with the Springboard Trust team, volunteers and principals alike.

This is a fantastic opportunity for those who have worked as Capacity Partners with Springboard Trust before to take their leadership and facilitation skills to the next level.

Strategic Measurement for Schools

Role: Capacity Partner

Subject matter expert workshop contribution and mentoring of school leadership teams.

- **Time commitment:** 20 hours (approx) over 6 months
- **Timeframe:** Four three-hour workshops and mentoring of 3 school leadership teams to apply the learning between March and August.
- **Delivery mode:** Online
- **Skills and experience:** Experienced leaders with strategic measurement expertise

In the Strategic Measurement for Schools programme, Capacity Partners offer their insights and expertise in a workshop setting to support the facilitator's delivery of the content to a cohort of up to 54 school leaders from across Aotearoa.

Capacity partners also provide mentoring support to 3 school leadership teams in between workshop sessions to enable them to apply the learning to develop a Balanced Scorecard unique to their respective school contexts.

This is one-of-a-kind programming in Aotearoa and offers volunteers a very special opportunity to support school leaders to ultimately make better, evidence-based strategic decisions in their schools.



Schools are at the heart of communities. And if you want to give back to your community, Springboard is the perfect place to do that.



High Performing Leadership Teams

Role: Facilitator

Bring programme content to life and facilitate team growth.

- **Time commitment:** 16 hours over 10 weeks
- **Timeframe:** Three four-hour workshops delivered in one school term (runs in terms 1, 2 and 3 only)
- **Delivery mode:** In-person
- **Skills and experience:** Experienced leaders with a passion for helping teams transform to get better results

Facilitators play a critical role in the High Performing Leadership Teams programme. They bring the course content to life through sharing their own experiences and expertise and create a safe and supportive environment that allows for vulnerability and challenge, and in which all participants can thrive.

Volunteers facilitate a group of leaders from a single school, helping them bring their best to their unique school context with a focus on their responsibilities as strategic leaders of change. In turn, volunteers get fantastic development of their own group facilitation and leadership capabilities.

Springboard Coaching for Leadership

Role: Coach

1:1 strengths-based coaching of a school leader for development.

- **Time commitment:** 10 hours over 18 weeks
- **Timeframe:** 5 coaching sessions over two school terms (intakes in terms 1, 2 and 3 only)
- **Delivery mode:** In-person or online
- **Skills and experience:** Experienced leaders and highly skilled coaches with accreditation or experience in debriefing 360-degree surveys and analysis, as well as excellent emotional intelligence

Volunteer coaches work within the Springboard Coaching for Leadership programme, partnering with a principal or senior or middle school leader to help them understand their individual strengths and development opportunities.

Coaches initially support their school leader to unpack a comprehensive 360-degree feedback report that forms the foundation for the ongoing coaching relationship.

Confidential, high-trust relationships are developed in which volunteers forge deep connections with school leaders and foster positive leadership practices.



Skills Workshops

Role: Facilitator

Guide groups of leadership teams through practically applied 1-day learning experience.

- **Time commitment:** 5-7 hours for a half or one-day workshop (including prep)
- **Timeframe:** Workshop dependent; run throughout the year
- **Delivery mode:** In-person or online
- **Skills and experience:** Experienced leaders with subject matter expertise and facilitation skills

Workshop Facilitators take the lead on workshops such as Leading Change, Annual Planning and Strategy Refresh, delivering tailored learning to groups of around 6 principals and their leadership teams.

Facilitators guide the group through the content, sharing their own unique insights and experience to bring it to life.

Skills Workshops

Role: Critical Friend

Work with a single school leadership team to support them to apply the workshop learning.

- **Time commitment:** 3-5 hours for a half or one-day workshop
- **Timeframe:** Workshop dependent; run throughout the year
- **Delivery mode:** In-person or online
- **Skills and experience:** Experienced leaders with subject matter expertise

Critical Friends support the delivery of workshops such as Leading Change, Annual Planning and Strategy Refresh.

A Critical Friend's role is to support and challenge a school leadership team as they absorb and apply the content to their own unique school context through focused and collaborative exercises.

The Critical Friend questions to provoke thought and reflection among participants and supports them to see things through a different lens.

Why volunteer for Springboard Trust?

Our volunteers tell us that their work with school leaders through Springboard Trust is some of the most rewarding volunteering they've done.

Some of the benefits they have described include:

- Application of career skills and experience to grow and develop others
- Strengthened strategic leadership and coaching/facilitation skills for volunteers
- Support for school leaders who directly impact school efficacy and tamariki
- Cross-sector connections and networks
- Exposure to diverse and fresh perspectives
- Satisfaction that comes from seeing your contribution make a significant and tangible difference!

Ready to make a difference?

No matter when or where you want to give your time, or how much time you have – there is an opportunity for you to make a difference through Springboard Trust.

Schools and their leaders play one of the most important roles in our society, shaping the future of all our young people.

Supporting those leaders to deliver the best environment and outcomes possible for their students is a special piece of work, and we're honoured to have had more than 500 volunteers to date give their time to it.

If you'd like to join us, or register your interest in working with us again – please get in touch with our Volunteer Manager:

Emma Robertson
emma@springboardtrust.org.nz



Our Partners

Springboard Trust would like to acknowledge our partners. Their ongoing support enables the Trust to deliver high-calibre and impactful programmes to schools in Aotearoa.

Strategic partners

AOTEAROA FOUNDATION



Major partners



Supporting partners





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