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.

bastow

Application

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

Written application
Assessed against a sampling of the Professional Practice Areas

Application outcome

Not approved   Approved

Feedback and referral to targeted professional development

Assessment

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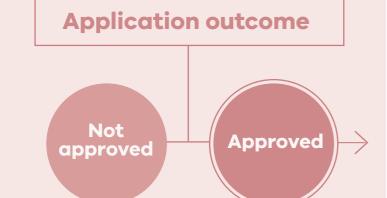
Portfolio
A compilation of artefacts purposely selected and appropriately annotated as evidence of an aspiring principal's capabilities

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
- Leading teaching and learning
- Developing self and others
- Leading improvement, innovation and change
- Leading the management of the school
- Engaging and working with the community

Emotionally intelligent (EI) leadership competencies
- Self awareness
- Awareness of others
- Authenticity
- Emotional reasoning
- Self management
- Positive influence

Outcome

Report
Detailed report that indicates areas of strength and areas for development against the Professional Practice Areas and EI leadership competencies

Feedback and professional development plan
Feedback from a VAPA Assessor to inform the aspiring principal's professional development plan and/or referral to targeted professional learning

VAPA statement of readiness

Met   Not yet met

Able to be appointed to a principal role

12 months to build capability for reassessment