Review of the Principal Standard

Participant Information Sheet – Consultation 1 Survey

Introduction

Thank you for your interest in the Review of the Principal Standard. The following information will help you decide if you would like to take part by completing an online survey.

The Australian Professional Standard for Principals (Principal Standard) was developed over 15 years ago. While the Principal Standard continues to guide practice across Australia, it has not been formally reviewed since it was first adopted.

The Australian Institute for Teaching and School Leadership (AITSL) was commissioned by Education Ministers on 28 April 2026 to undertake a Review of the Principal Standard (the Review). Note: The Leadership Profiles are included in the Review. The Review is in response to the views expressed by school leaders and the broader profession. The Review is being funded through a cost-sharing arrangement between the Australian Government and state and territory jurisdictions across the 25/26 and 26/27 financial years.

The Review will consider the extent to which the Principal Standard remains relevant, evidence-informed and aligns with understandings of effective educational leadership practice. This includes identifying areas where the Principal Standard may be strengthened or improved to ensure it remains fit for purpose, and providing recommendations on revisions needed.

What is the purpose of the survey?

The survey explores how the Principal Standard is understood and used across different contexts, whether it continues to support high-quality leadership practice, and what changes or improvements may be needed.

What will I be asked to do?

If you choose to participate, you will be asked to complete an online survey to share your experiences with the Principal Standard. You will also be asked for some demographic information about yourself. This helps AITSL understand whether the survey has heard from people across different roles, locations and backgrounds. It also helps us understand whether views differ across participant groups. You will not be asked to enter your name or specific information that will allow you to be identified.

The time it takes to complete the survey depends on your role and responses, but most participants will complete it in about 20 minutes.

Do I have to take part?

No. Participation is voluntary. If you choose to participate, you can skip any questions you would rather not answer. You can stop completing the survey at any time without consequence.

Your decision will not affect your employment or your membership of groups, committees or organisations. Responses will be treated as confidential and de-identified for analysis and reporting. The survey platform temporarily collects IP addresses for quality assurance purposes only, and these are deleted after quality checks are completed.

What are the possible benefits?

Your experience and perspectives will help identify areas where the Principal Standard can be strengthened to ensure it remains fit for purpose. Information gathered from the survey responses will help AITSL to make recommendations on any revisions to the Principal Standard.

What are the possible risks?

There is a low risk of discomfort from participating in this survey. The survey will not collect personal identifiers, and you will not be identified in any reports or presentations. Any written quotes used in the findings will be de-identified. The survey will not be conducted during school holidays and has been designed to minimise the use of your time. However, you may still experience a time and effort burden in completing the survey.

Although the survey is only asking for your opinion about the Principal Standard, you may feel uncomfortable responding to some questions about professional experiences, workplace contexts, use of the Principal Standard, professional expectations, career progression, Aboriginal and Torres Strait Islander education, leadership opportunities or lack thereof, changes in leadership expected in the future, or other aspects of practice that you may find sensitive or personally significant.

If you become uncomfortable or distressed while completing the survey, you may skip any question or stop participating at any time without consequence.

If participation raises concerns or distress, and you would like support, you may wish to contact:

- 13YARN (for Aboriginal and/or Torres Strait Islander participants): 13 92 76
- Lifeline: 13 11 14

What will happen to the data collected?

The collection, retention, and use of survey responses will be in line with AITSL's Privacy Policy and compliant with the Australian Privacy Principles established under the *Commonwealth Privacy Act 1988* and the requirements of the General Data Protection Regulation. The survey platform used for the survey stores data on servers in the EU (Germany). It is therefore governed by EU privacy principles, which meet Australian privacy standards. In taking part, you agree to this transfer and storage. Your IP address is automatically collected by the survey platform for quality control purposes only, to prevent duplicate responses and ensure data integrity. This information is deleted immediately after quality checks are completed and will not be included in any analysis or reporting.

The research team is responsible for synthesising findings to inform decisions in the Review . Researchers are committed to ethical research practices and do not have a conflict of interest with any aspect of this project.

We may use artificial intelligence (AI) tools to help analyse open-ended survey responses, such as developing themes and summarising results. However, your data will not be used to train AI models. Members of the research team will review and check all AI-generated results, and these will not be used to make decisions about individual participants.

At the conclusion of the Review, all data will be removed from the survey platform and stored on secure servers in Australia. It will be destroyed after a period of 5 years.

How will the results be used?

Survey findings will be analysed and reported in summary form to inform the Review . De-identified quotes from survey responses may be used to illustrate key themes, but any information that could reasonably identify an individual or organisation will be removed or amended before reporting. Individual participants will not be identified.

Analysis of the de-identified data from the survey will be used alongside a literature review and an environmental scan to inform a discussion paper for consultation on the future of the Principal Standard.

Research findings will be reported via the AITSL website, subject to endorsement by Education Ministers, in reports to the Education Ministers Meeting, where possible, and presentations to key stakeholders and interested groups.

Where can I get further information?

More information is available on our website. It will be updated throughout the Review, sharing additional opportunities to be involved and results of the review.

You may also email Dr Pam Robertson, chief investigator, and Ms Sandra Robinson, Director, Teaching and School Leadership at StandardsReview@aitsl.edu.au.

Who can I contact if I have any concerns about the project?

The Iris Ethics Human Research Ethics Committee has reviewed and approved this study in accordance with the *National Statement on Ethical Conduct in Human Research (2025)*. This Statement has been developed to protect the interests of people who agree to participate in human research studies. Should you wish to discuss the study or view a copy of the complaint procedure with someone not directly involved, particularly in relation to matters concerning policies, information or complaints about the conduct of the study or your rights as a participant, you may contact Iris at complaints@irisethics.com.au .