



Dr Rachel McNae

Director – Centre for Educational Leadership Research
Associate Professor of Educational Leadership

POSITION STATEMENT

Rachel is recognized as a key researcher in the field of educational leadership directing the Centre for Educational Leadership Research Te Puna Rangahau o te Whiringa. Rachel's personal research agenda is founded on a firm belief for social justice and utilizes strength-based approaches to assist educational leaders to enhance their leadership practices through culturally responsive, relational and dialogic practices.

Generating research that spans the fields of pedagogical leadership, collaborative and appreciative inquiry, student voice, youth leadership, women and leadership and leadership curriculum development in schools and communities, Rachel enjoys working alongside leaders in their contexts as they inquire into leadership practices. She advocates for reshaping leadership learning in order to seek out and interrogate the relational aspects of leadership, so that experiences of leadership formation are authentic, culturally responsive, relevant and meaningful. Her scholarship has resulted in numerous publications and invitations to lead research, publish and contribute to presentations, professional learning opportunities and research agendas across numerous national and international contexts.

QUALIFICATIONS

2011	Doctor of Philosophy	University of Waikato
2009	Doctor of Education (Part 1)	The University of Waikato
2006	Postgraduate Diploma of Education (Distinction)	The University of Waikato
1998	Bachelor of Education	The University of Waikato
1998	Bachelor of Leisure Studies	The University of Waikato
1998	Diploma of Teaching	The University of Waikato
2000	Teacher Registration – Practicing Certificate (Reg # 219807)	The University of Waikato

RECENT RELEVANT EMPLOYMENT HISTORY

2015 – current	Associate Professor of Educational Leadership and Director of Centre of Educational Leadership Research Te Puna Rangahau o te Whiringa, University of Waikato.
2010 – 2015	Faculty of Education, University of Waikato, Senior Lecturer (Educational Leadership and pre-service teacher education).
2009 – 2010	School of Education, Senior Lecturer in Department of Professional Studies in Education
2002 – 2009	School of Education, University of Waikato - Leadership and Secondary Education
1998 – 2002	Hamilton Girls High School - Head of Faculty – Outdoor Education

RELEVANT EXPERIENCE

New Zealand Educational Administration and Leadership Society Visiting Scholar (2016)

Meritorious Service Award, New Zealand Leadership Society (2015)

Relevant Awards

New Women's Leadership Programme (University Scholarship) (2014)

European Foundation for Management and Development Outstanding Doctoral Thesis Award in Leadership and Strategy (2011). An international award for PhD Thesis titled *Young women and leadership: Co-constructing leadership programmes in schools using student voice*.

Emerald Publishing Outstanding Special Issue of the Year (2011). The special edition of the Journal of Educational Administration "Globalization: Expanding horizons in young women's leadership" was awarded the Emerald Publishing Outstanding special issue.

NZEALS Presidents Research Award (2010)- Awarded by the New Zealand Educational Administration and Leadership Society. This award recognizes meritorious research and scholarship in the field of educational management, administration and leadership.

International Women Leading in Education (2010) - Invitation to join a Special Interest Group of women leaders in 2010 – Women Leading in Education – Munich, Germany.

Invitation as one of five NZ emerging academics to present in Pittsburgh at the 2007 Historical and Future

<p>Current Research Projects:</p>	<p>Directions of Research on Teaching and Teacher Education.</p> <p>An Architecture of Ownership: Students and teachers forging agentic identities in a new school: An exploration into Innovative Learning Environments and Flexible Learning Spaces</p> <p>Enhancing learner agency: Engaging appreciative inquiry to support school transitions</p> <p>The implementation of STEAM Curriculum in Middle School learning programmes: The impact on leadership learning and opportunities</p> <p>Women Leading Education Across the Commonwealth: Leading for social justice in challenging times</p> <p>Women Leading in Higher Education: An exploration in women's leadership in the tertiary context (New Zealand)</p>
<p>Invited keynote addresses</p>	<p>McNae, R. (2016). In their wor[!]]ds: Engaging voice to enhance student learning in socially just ways, New Zealand Leadership Society Visiting Scholar, Wellington, 8 September.</p> <p>McNae, R. (2016). Developing insight to flourish in educational leadership through appreciative inquiry. New Zealand Leadership Society Visiting Scholar, Nelson Principal Group, 15 September.</p> <p>McNae, R. (2016). Learning to Flourish: Strategies for business. Tauranga Business Women Association Conference (Papamoa, 11 September).</p> <p>McNae, R. (2016). Learner Agency: Developing the insight to flourish and become our best. New Zealand Visiting Scholar, Bay of Plenty Principal Association, Tauranga, 11 September.</p> <p>McNae, R. (2016). Meaningful student engagement and voice: Locating the pedagogies of practice. Auckland Primary School Symposium, Summerland Primary School. 3, June, University of Waikato, Hamilton.</p> <p>McNae, R. (2016). Reflective Inquiry, Ontario Principals Council, University of Waikato, Hamilton.</p> <p>McNae, R. (2016). Co-constructing collective intent in the primary school context, Matangi Primary School, Hamilton, 3 August.</p> <p>McNae, R. (2016). Engaging student voice in Communities of Learning, New Zealand Leadership Society Visiting Scholar, Canterbury University Symposium, Christchurch, 1 September.</p> <p>McNae, R. (2014). Distributed Leadership for 21st Century Education Invited address – Tamkang University/Zhejiang University, 10 July, University of Waikato, Hamilton.</p> <p>McNae, R. (2014). Relational Leadership for 21st Century Education. Invited address – International Leadership Institute, University of Waikato, Hamilton.</p> <p>McNae, R., & Mackay, J. (2013). Developing future-focused leadership for better outcomes. South Island Emerging Leaders Conference. Christ's College, Christchurch, New Zealand; 7 July, 2013.</p> <p>McNae, R. (2013). Relational pedagogies – engaging student voice for meaningful connectedness. An invited keynote address for National Aspiring Principals Programme, 2 May 2013, Auckland, New Zealand.</p> <p>McNae, R. (2012). Talking it up: Moving beyond 'student voice' by creating youth-adult partnerships for 21st Century teaching and learning. An invited keynote address for National Aspiring Principals Programme, 19 April 2012, Auckland, New Zealand.</p> <p>McNae, R. (2012). Calling the shots: The role of youth-adult partnerships in pedagogical leadership. An invited keynote address for the Central North Island Principal's Association, 24 August, Taupo, New Zealand.</p> <p>McNae, R. (2012). Student voice: Reframing and designing student voice initiatives to generate 21st Century learning outcomes. Invited keynote address for New Zealand Secondary Principals Council Conference. University of Waikato, Hamilton, New Zealand; 19-22 June 2012.</p> <p>McNae, R. (2012). Leadership lessons from Lady Gaga. Invited keynote address at South Island Emerging</p>

Selection of current and relevant publications

Leaders Conference. Christ's College, Christchurch, New Zealand; 26 June 2012.

McNae, R. (2012). Student leaders - are we born this way? Invited keynote address for the Waikato Institute for Leisure and Sports Studies. Waikato Youth Leaders Day, 13 June 2012, University of Waikato, Hamilton.

McNae, R. (2012). Appreciative Leadership: Building leadership through strength-based positioning. An invited address for Women in Leadership Day, 6 September, 2012, University of Waikato, Hamilton, New Zealand

McNae, R. & Cowie, B. (2016 – in press) titled: Realizing Innovative Partnerships in Educational Research. United States: Sense Publishers.

Notman, R., McNae, R. & Morrison, M (2017 - forthcoming). Leadership in Aotearoa New Zealand: Issues of context and social justice. New Zealand: New Zealand Council for Educational Research.

McNae, R. & Reilly, E. (2017 - forthcoming) Women leading education: Shifting conversations beyond the challenges and barriers: United Kingdom: Rowan and Litchfield.

McNae, R. (2017 – in press) A Global Perspective of Social Justice Leadership for School Principals. Edited by Pamela Angelle, The University of Tennessee. Publisher: Information Age Publishing.

McNae, R. (in press). Cultures of Educational Leadership: Global and Intercultural Perspectives. Edited by Paul Miller, University of Nottingham. Publisher: Palgrave Macmillan.

McNae, R. (2016). Appreciating young women and their leadership: A strength-based approach to leadership development with high school student leaders. *Journal of Planning and Change*.

New Zealand Journal of Educational Leadership Policy and Practice (JELPP, 2016). Co-editor of special issue on educational leadership for social justice.

McNae, R. & Morrison, M., & Branson, C. (2015) Leading for Social Justice, *Journal of Educational Leadership, Policy and Practice*, 30(1), 1-4.

Branson, C., McNae, R. & Morrison, M. (2015). Tui Tui Tuituia, *Journal of Educational Leadership, Policy and Practice*, 30(1), 132-42.

Morrison, M., Branson, C., & McNae, R. (2015). Multiple hues: New Zealand school leaders' perceptions of social justice, *Journal of Educational Leadership, Policy and Practice*, 30(1), 4-16.

McNae, R. (2015). Women leading across the continents: Perspectives and possibilities. *Gender and Education*, 27(3), 288-303.

Branson, C., Morrison, M., & McNae, R. (2015). In Search Of Seamless Education. In: S. Gross, & J. Shapiro. *Democratic Ethical Educational Leadership: Reclaiming School Reform*. USA: Routledge.

McNae, R. (2015). Gender Status and Educational Leadership: Section Editor in: Reilly, E., & Bauer, Q.(2015). *Theoretical Foundations in Women's Leadership*, (pp. 1-42), USA: Rowman & Littlefield Education with the American Association of School Administrators (AASA).

McNae, R. (2014). Activism and Community Engagement to Promote Girls and Women. In W. Sherman-Newcombe, & K. Mansfield (Eds.), *Women Interrupting, Disrupting, and Revolutionizing Educational Policy & Practice* (pp. 277-310). Virginia, USA: Information Age Publishing.

McNae, R. (2014). Educational leadership for social justice: Engaging relational pedagogies. In C. Branson and S. Gross (Eds.), *International Handbook of Ethical and Moral Leadership* (pp. 93-111). United States: Routledge.

McNae, R. (2011). Learning leadership: An insight into young women's beliefs and perceptions about leadership learning in high schools. In H. Macha, C. Fahrenwald and Q. J. Bauer (eds). *Gender and Education - Towards New Strategies of Leadership and Power*, pp.133-143.

McNae, R. & Mackay, J. (2013). In their wor[ld]ds: Co-constructive pedagogies for enhanced student engagement. *SET*, 3, 29-36, Wellington, New Zealand: New Zealand Council for Educational Research.

McNae, R. (2011). Student Leadership in the secondary school context: The influence of school context on young women's leadership perceptions, *Journal of Leading and Managing*, 17(2), 36-51.

McNae, R. (2010). Young women and leadership: Sharing conversations to create meaningful leadership learning opportunities, *Journal of Educational Administration* 48(6), 677-688.

McNae, R., & Strachan, J. (2010). Researching in cross-cultural contexts: A socially just process, *Waikato*

Conference Presentations

Journal of Education, 15(20) 41-54.

Strachan, J., & Saunders, R. (2007). Ni Vanuatu women and educational leadership development. *New Zealand Journal of Educational Leadership*, (22), 37-48.

Saunders, R. E. (2006). Youth leadership: Creating meaningful leadership programmes for young women through the process of co-construction. *New Zealand Journal of Educational Leadership*, 20(2), 15-30.

McNae, R. (2016). Leadership for social justice in the Commonwealth. British Educational Leadership, Management and Administration Society (BELMAS) Conference, Leading for Social Justice, Cheshire, United Kingdom, 9 July.

McNae, R. (2015). Activism and community engagement to promote girls and women: To have voice and Choice. American Educational Research Association, Toward Justice: Culture, language and heritage in education research and praxis. Chicago, Illinois, 16-20 April.

McNae, R. (2015). Social Justice: Diverse experiences of women leading in higher education. Locating networks and agency for leadership within the university context. British Educational Leadership, Management and Administration Society (BELMAS) Conference, Democracy: Time for Renewal or Retreat in Educational Leadership, Reading, United Kingdom, 10-12 July.

McNae, R. (2015). Appreciative Inquiry and leadership Learning: Engaging student voice in leadership development with high school student leaders. British Educational Leadership, Management and Administration Society (BELMAS) Conference, Democracy: Time for Renewal or Retreat in Educational Leadership, Reading, United Kingdom, 10-12 July.

McNae, R. (2015). International School Leaders Development Network: Voices of school leaders around the world. British Educational Leadership, Management and Administration Society (BELMAS) Conference, Democracy: Time for Renewal or Retreat in Educational Leadership, Reading, United Kingdom, 10-12 July.

McNae, R., & Mackay, J. (2015). Beneath the Surface: Re-designing School Leadership So it Means Something. South Island Emerging Leaders 2015 Conference. Christ's College, Christchurch, New Zealand; 7 July, 2015.

McNae, R. (2014). Social Justice: Voice and opportunity in educational contexts. International Leadership Institute, University of Waikato, 10-13 March.

McNae, R. (2014). Youth-Adult Partnerships: Engaging Appreciative Inquiry to Meet the Diverse Leadership Needs of High School Students, CASEA/CCEAM Conference – (re)situating the Commonwealth: Educational Leadership at a time of change, June 6-10, University of New Brunswick, Fredericton, Canada.

McNae R., Morrison, M., & Branson C. (2014). School Leadership for Social Justice in Aotearoa, New Zealand. CASEA/CCEAM Conference – (re)situating the Commonwealth: Educational Leadership at a time of change, June 6-10, University of New Brunswick, Fredericton, Canada.

McNae, R. & Mackay, J. (2014). NZEALS - In their wor[ld]ds: An inquiry-based approach to leadership development with secondary school head prefects. New Zealand Education Administration and Leadership Society Conference, Wellington, 29 April, 2014.

Branson, C., McNae, R., & Morrison, M. (2014) He Waka eke noa: School leadership for social justice in Aotearoa New Zealand. New Zealand Education Administration and Leadership Society Conference, Wellington, 29 April, 2014.

Morrison, M., Branson, C., & McNae, R. (2013). Leadership for social justice in Aotearoa New Zealand. University Council for Educational Administration (UCEA) Convention. Conference held at Indiana University, Indianapolis.

McNae, R. (2014). Social Justice: Voice and opportunity in educational contexts. International Leadership Institute, University of Waikato, 10-13 March.

McNae, R. (2013). Striving towards an Appreciative Pedagogy of leadership: Strength based approaches to leadership development with young women. International Women Leading in Education Conference, Ghana, Africa, 24-28 September.

	<p>McNae, R. (2012). Appreciating youth leadership: Developing youth leadership through appreciative inquiry. Paper presented at Australian Council for Educational Leaders, Brisbane, Australia, 3 October, 2012.</p> <p>McNae, R. (2012). 'Picking the best apples in the orchard': An insight into young women's perceptions about leadership learning and opportunities in a New Zealand secondary school. Paper presented at New Zealand Educational Administration and Leadership Society Conference in Tauranga, New Zealand, April 11, 2012.</p> <p>Hunter, I., Giles, D. & McNae, R. (2011). Acknowledging the heart of the matter: The essence of professional life, A principal's story. Paper presented at Australian Council of Educational Leadership Conference, (blind peer reviewed full paper), Adelaide, Australia, 5-7 October, 2011.</p> <p>McNae, R. (2010). Inviting young people into leadership conversations: Seeking and engaging student voice to create meaningful leadership learning in schools. Paper presented at Australian Council of Educational Leadership Conference, (blind peer reviewed full paper), Sydney, Australia, 29 October, 2010.</p> <p>Strachan, J. & Saunders, R. (2009). Researching women's leadership in cross cultural contexts: A socially just process, Women Leading in Education, University of Augsburg, Germany, 11 September 2009.</p> <p>Saunders, R. (2009). Developing youth leadership approaches in schools: An alternative approach to teaching and learning about leadership, Thinking Bodies, Moving Minds - Physical Education New Zealand Conference, Bethlehem College, Tauranga, 6-8 July 2009.</p> <p>Strachan, J., Saunders, R., Jimmy, L. & Lapi, G. (2007). Ni Vanuatu women and educational leadership development. 10th Pacific Islands Political Studies Association (PIPSA) Conference. Port Vila, Vanuatu; 7-8 December 2007. pp.1-24.</p>
<p>Professional and Research Network Memberships:</p>	<p>New Zealand Educational Administration and Leadership Society (NZEALS) Branch President and National Executive Member</p> <p>International School Leader Development Network (ISLDN)</p> <p>International Women Leading Education (New Zealand Chair)</p> <p>British Educational Leadership Management and Administration Society (2011-present)</p> <p>Australian Council for Educational Leadership (2009-present).</p> <p>International Women Leading Education: University Council for Educational Administration, American Association of School Administrators, Cardinal Stritch University, Duquesne University (2009-present).</p>

Bio

DR RACHEL MCNAE

PhD, EdD (part 1), PGDip Ed (distinction), B.Ed, B. LS, Dip T.

Associate Professor (Educational Leadership), Faculty of Education, University of Waikato, Hamilton, New Zealand.

Director - Centre of Educational Leadership Research Te Puna Rangahau o te Whiringa, Faculty of Education, University of Waikato, Hamilton, New Zealand.

Current Projects

- An Architecture of Ownership: Students and teachers forging agentic identities in a new school: An exploration into Innovative Learning Environments and Flexible Learning Spaces.
- Enhancing learner agency: Engaging appreciative inquiry to support school transitions
- The implementation of STEAM Curriculum in Middle School learning programmes: The impact on leadership learning and opportunities
- Women Leading Education Across the Commonwealth: Leading for social justice in challenging times

- Women Leading in Higher Education: An exploration in women's leadership in the tertiary context (New Zealand)
- Co-editing a book (2016) titled: Realizing Innovative Partnerships in Educational Research. Sense Publishers.
- Co-editing a book (2017) titled: Leadership in Aotearoa New Zealand: Issues of context and social justice. Publisher – New Zealand Council for Educational Research.
- Co-editing a book (2017) title: Women leading education: Shifting conversations beyond the challenges and barriers: To be published by Rowan and Litchfield.
- New Zealand Journal of Educational Leadership Policy and Practice (JELPP). Special issue on educational leadership for social justice.
- Chapter accepted for publication in: A Global Perspective of Social Justice Leadership for School Principals. Edited by Pamela Angelle, The University of Tennessee. Publisher: Information Age Publishing.
- Chapter accepted for publication in: Cultures of Educational Leadership: Global and Intercultural Perspectives. Edited by Paul Miller, University of Nottingham. Publisher: Palgrave Macmillan.

Rachel is Director of the Centre for Educational Leadership Research and Associate Professor of Educational Leadership at the University of Waikato. As coordinator of the postgraduate programme of Educational Leadership and President of the New Zealand Leadership Society (Waikato), Rachel has extensive professional networks and through her work seeks to create educationally powerful connections with professionals across and within contexts of learning. Her work stems from a foundation of social justice and evidences a clear and inclusive understanding of leadership as a relational phenomenon. Rachel brings strong experience in teaching, innovative research design, project management, facilitation of change processes, and monitoring and evaluation. She values dialogue and professional autonomy, working with schools and centres to support individuals, groups and through change processes and organisational cultural shifts. Rachel contributes to the academic and strategic development of educational leadership at national and international levels through her work in the professional learning area. This work is informed by research and her academic papers shared both in New Zealand and overseas, focus on leadership for social justice, learner agency, leadership development and culturally responsive leadership formation.