

PRINCIPALS PERFORMANCE MANAGEMENT

RATIONALE:

This policy sets out the process and parameters of the appraisal of the Principal who is seen as the chief executive of the school and is consequently responsible for overall leadership and management of the school.

GUIDELINES:

1. Contract: the Principal is employed through the Primary Principals Collective Agreement or through an individual employment agreement with the BOT.
2. The basis for the annual appraisal is the principals performance agreement which includes
 - a. The current Employment Agreement
 - b. Job description with performance expectations summarised
 - c. Professional Standards
 - d. Performance agreement detailing annual objectives
3. Annual appraisal for the Principal will consider achievement against both performance objectives relating to the Collective Agreement and Job Description.
4. Appropriate provision in the budget will be made for any necessary expenditure.
5. The Board Chairperson is primarily responsible for implementing the performance management process.
6. If the Board through the Chairperson chooses to use an independent appraiser the Principal will be fully consulted as to the final selection.
7. The Board Chairperson or the independent appraiser will prepare a written report detailing conclusions of the appraisal. The report will be tabled in committee at a Board meeting. Any documents relating to the appraisal shall remain confidential to the Board and the Principal.
8. In the event of a dispute related to the appraisal process or its results, an independent arbitrator agreed to by all parties will be called to mediate. In such an event the principle of natural justice shall apply. Ultimately the Board will have responsibility for any final decision.

Reviewed: Term 2 2015

.....Chairperson, BOT

Review date: Term 2 2018