



## **PERFORMANCE MANAGEMENT OF PRINCIPAL**

1. Those delegated or contracted to perform the review process shall have written formalised instructions specifying the responsibilities of the role. The Principal will be reviewed on the agreed criteria set forth in the performance agreement:
  - Achieved objectives,
  - Professional standards,
  - Learning and development objectives,
  - Leadership inquiry
  - Fulfilment of additional duties which require concurrence payment
2. The Board Chairperson/delegate(s), peer and consultant/agent may gather information from staff, parents, or any other relevant members of the larger school community who can provide feedback on how the Principal has performed. Evidence may include surveys, self-review, teaching observation (if relevant), interviews, focus groups or documentary evidence.
3. The Chairperson/delegate(s)/peer/consultant will present the final report/summary back to the Board. The Principal may /may not be present at the presentation and / but will have the opportunity to address the Board. The Chair may then exclude the Principal to facilitate further discussion among the Board.
4. The Principal will be informed personally and in writing of the final outcome following the report discussion. The performance agreement and results of the review are confidential to the Principal and the Board.
5. The Principal will be appraised on a rotational basis of peer, Board and external. Noted that the Board appraisal should not coincide with Board election year.

### **Review Details:**

<b>Review Date</b>	<b>Reviewed by</b>
Feb 22	Board of Trustees
<b>Review cycle:</b> 1 year	<b>Due date for Review:</b> Nov 2022

### **Management Contact:**

- Principal