

PRINCIPAL APPRAISAL POLICY

**NAG 3
No. 302**

Purpose

As a good employer the Board seeks to raise the performance standards of our Principal. This is done partly through ongoing professional appraisal which assesses areas of performance and provides opportunities for developing and enhancing performance standards.

Guidelines

- Responsibility for managing the Principal's appraisal is delegated to the Chairman of the Board.
- The Chairman may, if deemed necessary, engage in consultation with the Principal and persons with appropriate skills to contribute to the process.
- The Chairman and Principal will, through consultation, determine a process for conducting the appraisal.
- The prime focus of the appraisal will be the Principal's job description assessed against performance indicators and any further goals decided upon through consultation between the Principal and the Chairman.
- The appraisal process will be recorded in the performance agreement and implemented annually.
- Any documentation relating to the Principal's appraisal will remain confidential to the Principal and the Board Chairman, unless the Principal agrees otherwise.
- Any dispute related to the appraisal process will be referred to an independent arbitrator mutually agreed upon by the Principal and Board Chairman. In the final analysis the Board as employer will have responsibility for the final decision.