

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 annual appraisal is delegated to the Presiding Member of the Board.
- The Presiding Member in consultation with the Principal, will engage the services of an education consultant to conduct 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 Presiding Member of the Board.
- The appraisal process will follow a Professional Growth Cycle model as detailed by the Teaching Council.
- 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 Presiding Member of the Board, unless the Principal agrees otherwise. It is customary for the summary to be shared with the Board in committee.
- Any dispute related to the appraisal process will be referred to an independent arbitrator mutually agreed upon by the Principal and Presiding Member of the Board. In the final analysis the Board as employer will have responsibility for the final decision.