

Ross Intermediate School

TE KURA WAENGA O ROSS

POLICY STATEMENT - DRAFT

3.4 Policy – Principal Appraisal

Rationale:

The performance of the Principal is a key contributor to the effectiveness of a school. Effective appraisal will encourage the Principal to grow both professionally and personally through self-reflection, constructive feedback, accountability and professional development.

Principles:

1. The Board will at all times act as a good employer and in accordance with all relevant legal requirements.
2. The Board will make appropriate budget provisions to ensure outcomes required of this policy are met.
3. The Board will delegate to the Chairperson responsibility for the appraisal process. The Chair may in turn, in consultation with the Principal, engage a consultant to assist with the process.
4. The appraisal process shall be completed on an 18-month cycle, beginning at an appropriate time.
5. The Chairperson and Principal will determine an agreed process for conducting the appraisal at the outset.
6. All aspects of the appraisal will remain confidential between the Principal, the Chairperson and any person engaged under clause three above. The chairperson will provide the Board written report(s), which summarise the outcomes and any follow up action required.
7. In the event of a dispute, an independent arbitrator mutually agreed upon by both parties will be appointed to seek resolution.

References:

Staff Appraisal/PD Guide (July 2011)

RATIFIED:

CHAIRPERSON