



# TAIERI COLLEGE

## PRINCIPAL'S PERFORMANCE MANAGEMENT POLICY

<p><b>Rationale:</b></p>	<ol style="list-style-type: none"> <li>1. Appraisal has both <i>accountability</i> and <i>development</i> purposes: <ul style="list-style-type: none"> <li>• <i>Accountability</i> - of the principal for leading and managing the school, achieving agreed goals, and ensuring the quality of teaching and learning;</li> <li>• <i>Development</i> - of the principal against agreed goals, and to ensure the development of the school and the ongoing improvement of student achievement.</li> </ul> </li> <li>2. The performance agreement contains annual objectives for the principal (including one or more professional development objectives) and all the professional standards relevant to the role.</li> <li>3. The performance agreement is future focused and must reflect the school's strategic and annual plans, and the principal's job description.</li> </ol>
<p><b>Legislation:</b></p>	<p>Ministry of Education – National Administration Guidelines (NAGs)</p>
<p><b>Purpose</b></p> <ol style="list-style-type: none"> <li>1. The board, as the employer, is responsible and accountable for the principal's performance management, including appraisal.</li> <li>2. The board will consult with the principal before exercising responsibility for decisions regarding principal appraisal.</li> <li>3. It is the responsibility of both parties to act in good faith. Appraisal effectiveness is linked to high trust and mutual respect, based on collaboration, mutual transparency, and respect for confidentiality.</li> <li>4. The board will ensure that sufficient resourcing (including time and professional development) is given to understanding and implementing the appraisal process.</li> <li>5. The principal will be reviewed each year, alternating between the BoT conducting an in-house appraisal and the following year a board appointed outside contractor conducting the appraisal which will include BoT input.</li> </ol>	

<p><b>Date Last Reviewed:</b> September 2020</p>	<p>Page 1 of 1</p>	<p>Principal's Performance Management Policy</p>
<p><b>Date to be Reviewed:</b> September 2023</p>	<p><b>Updated by:</b> Self-Review Committee</p>	<p><b>Approved by:</b> Board of Trustees</p>