



TE AWAMUTU COLLEGE

POLICY STATEMENT ON PRINCIPAL'S APPRAISAL/ PERFORMANCE MANAGEMENT

Rationale

The requirements for performance management appraisal in schools are prescribed by the Secretary for Education and Teaching Council Aotearoa New Zealand. The basic aims are to improve the quality of work performance through professional learning and development, to increase student learning and achievement.

Purposes

1. To ensure that Te Awamutu College has and continues to develop the best possible teaching and learning opportunities for students and their achievement.
2. To provide professional learning and development opportunities through the performance management appraisal process.

Guidelines

1. The Principal will participate in an agreed Performance Management and Appraisal process each year. The appraisal process will be on a three year cycle; one appraisal shall be performed by an outside Consultant and the other two years by the Board of Trustees delegated sub-committee.
2. The Principal shall be appraised against the requirements of the Professional Standards of the Secondary Principals' Collective Agreement.
3. The Principal shall be appraised against the requirements of the Annual Plan.
3. The Principal shall hold a current Registered Teacher Practising Certificate.
4. The terms of the Principal's Annual Performance Agreement will be negotiated with the Board sub-committee.
5. The performance management and appraisal process will ensure that the Key Performance Areas are being met.
6. The Board of Trustees Chairperson or delegated authority will monitor the outcomes of the performance management and appraisal process and report to the Board of Trustees.

7. If the Principal believes that the conclusions of their performance appraisal may be inaccurate, they may have the process reviewed providing they make a written request to the Board of Trustees within two weeks of receiving their appraisal report.
8. All written documentation shall remain confidential to the appraiser and the Principal. It is also recognised here that **these appraisals will also be used for the purpose of attestation.**

CHAIRPERSON



DATE 22/6/21

PRINCIPAL



DATE 17/6/21

16 June 2021