

3.2 Principal Performance Management

Statement of Intent

Onslow College has a transparent process to ensure the principal is supported and accountable.

Board Expectations

The board's expectations regarding the performance management of the principal are that:

- principal performance management includes support as well as appraisal
- the principal has clear performance expectations which includes a contract, a job description and an annual performance agreement,
- the *Professional Standards for Principals* is a guiding document in developing performance expectations for the principal
- principal performance management is ongoing - while the annual appraisal will provide a formal point of review, any concerns the board has about the principal's performance will be raised with the principal, through the chairperson, at the time they occur
- an annual appraisal of the principal's performance is completed in line with the board's *Principal Appraisal Procedure*
- the principal's performance agreement is developed annually on completion of the appraisal and be informed by the appraisal
- all aspects of the principal's performance management comply with legal and contractual requirements
- the board encourages and resources the principal to undertake professional development every year.

Supporting Documents

The board expects that the following documents outlining management policies, procedures or practices are in the school. Where they have been developed by the school they will be regularly reviewed by management. These documents are available to the board on request:

- Professional standards for principals
- principal's job description
- principal's performance management agreement
- principal appraisal guidelines

Delegations

The implementation of this policy is delegated to the Board Chairperson