



PRINCIPAL APPRAISAL

RATIONALE

As part of its obligations as an employer in the education sector the Board of Trustees is required to conduct in each twelve-month period an appraisal of the performance of its principal.

PURPOSE

As a good employer under the provisions of the State Sector Act, 1988 77a the School Board seeks to raise the performance standards of its principal. This is done partly through ongoing professional appraisal which assesses areas of performance and provides opportunities for developing and enhancing performance standards.

RESPONSIBILITIES AND DELEGATIONS

- The principal's performance appraisal will be based upon assessment of the Professional Standards. Responsibility for managing the principal's appraisal is delegated to the presiding member and deputy chair of the School Board.
- The presiding member may, if deemed necessary, engage in consultation with the principal, persons with appropriate skills to contribute to the process.
- The presiding member and principal through consultation will determine a process for conducting 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, presiding member and deputy chair of the School Board. School Board input will be sought through the consultation phase.
- The appraisal process will be recorded in the performance agreement and implemented annually.
- The final report will be provided to the School Board presiding member who will present a summary to the full School Board. The report will be available for all School Board members on request.
- The School Board will ratify the full Appraisal Report.

DISPUTE RESOLUTION

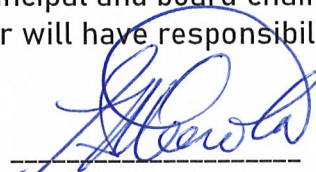
Any dispute related to the appraisal process will be referred to an independent arbitrator mutually agreed upon by the principal and board chairperson. In the final analysis the Board as employer will have responsibility for the final decision.



PRINCIPAL

22/2/2023

DATE



PRESIDING MEMBER

22/2/2023

DATE