



# TIRIMOANA SCHOOL

## **PRINCIPAL'S LEADERSHIP, PROFESSIONAL GROWTH CYCLE AND PERFORMANCE REVIEW POLICY**

### **RATIONALE:**

The principal is the Chief Executive Officer of the school and is responsible for overall leadership and management. Principals are required to meet the Professional Standards for Primary Principals, to develop a Professional Growth Cycle, and to be a member of a local Professional Learning Network. The board is responsible for ensuring the principal has an annual Performance Agreement.

### **PURPOSES:**

1. To support the principal's professional learning and development.
2. To ensure accountability to the board and to the profession.
3. To align the principal's performance to the Professional Standards for Primary Principals, and to strategic plans.

### **GUIDELINES:**

1. The principal will participate in a Professional Growth Cycle (PGC) as a member of a Professional Learning Network (or Professional Learning Group) of other local principals to learn and develop practice.
2. The principal will plan their professional learning for their own PGC, share it with the Presiding Member, so that the principal can fully engage in their PGC.
3. The principal will uphold the values in the Professional Code of Practice, and the Professional Standards.
4. The principal will receive and reflect on feedback from the Presiding Member on behalf of the board.
5. A member of the Professional Learning Network will confirm annually that the professional leader (the principal) participated in a PGC and meets the Professional Standards. The Presiding Member confirms this to the board.
6. If the PGC colleague has concerns and does not think that the principal meets The Standards, then they inform the principal who then informs the Presiding Member.

### **PRINCIPAL'S CAREER STRUCTURE AND PAYMENTS:**

1. The board will approve payments under the principal's career structure guidelines (refer MOE links) - Beginning Principal, Developing Principal, Experienced Principal, Leading Principal, subject to the Performance Review as per the Primary Principals' Collective Employment Agreement.

### **CONCLUSION:**

The leadership, professional development and performance review of the principal will support the effective management and leadership of the school. This will be enhanced by a positive and professionally respectful working partnership between the board, the Presiding Member, and the principal.

[Primary Principals CEA](#)

[Primary Principals' Career Structure](#)

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**NELP Objective 1, Priority 1**

**Policy 40**

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