



## PRINCIPAL REVIEW Policy

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**Approved by the School Board 15 March 2021**

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| <b>Rationale:</b>            | The School Board at Cambridge Middle School is committed to review the Principal's Leadership performance on an annual basis with the objective of maintaining a high quality of educational opportunities for the students at the school as well as to support the personal and professional development of the Principal and the school staff.  |
| <b>Principles:</b>           | <ul style="list-style-type: none"><li>(a) The Principal's Review (LEAD) Agreement is compliant with the:<ul style="list-style-type: none"><li>(i) NZ Principal Performance Agreement Guidelines;</li><li>(ii) Cambridge Middle School's Principal's Position Description;</li><li>(iii) NZ Professional Standards for Teachers and Primary and Secondary School Principals;</li><li>(iv) Review process Strategic Objectives; and the</li><li>(v) Principal's Personal and Professional Development.</li></ul></li><li>(b) The Review process is the responsibility of the Board Chair or delegate(s) and optionally, at the Board's discretion, a consultant who specialises in education.</li><li>(c) The School Board will be provided with a report on the Principal's Review process and its outcomes annually.</li><li>(e) The Board Chair in consultation with the School Board and the Principal, will determine the most appropriate review process for the Principal.</li></ul> |
| <b>Policy Statement:</b>     | The School Board recognises the importance of and support for the Principal in the engagement of the most appropriate review process that is contemporary and achievable.   |
| <b>Key Responsibilities:</b> | The School Board has responsibility for the implementation of this policy and will oversee a process for the development of guidelines to support the review process for its Principal.   |
| <b>Review:</b>               | March 2024  |
| <b>Related Information:</b>  | 1. Principal Review Guidelines  |