



PRINCIPAL APPOINTMENT Policy

Approved by the School Board 15 March 2021

Rationale:	The School Board at Cambridge Middle School will appoint the most appropriate educational leader to the position as Principal. Such a critical appointment will involve, if possible, the entire School Board. If required, the Board may appoint an external education consultant to assist with nominated areas of the appointment process.
Principles:	<ul style="list-style-type: none">(a) The School Board reserves the right to appoint the most suitable candidate to the position as Principal.(b) Applicants will be treated fairly and equitably according to their skills, qualifications, competencies, abilities, aptitude and experience.(c) The School Board acknowledges its responsibilities in accord with the NZSTA Guidelines for Boards of Trustees Appointment of Principal (2005); the Education Review Office Appointment of School Principals (2001); the Employment Relations Act (2000); the Human Rights Act (1993); and the Privacy Act (1993).(d) Following appropriate consultation, the process for the appointment of a new Principal will be determined by the School Board.(e) The School Board will determine the required set of criteria and competencies required for the position of Principal.
Policy Statement:	The School Board recognises the importance of employing the most suitably qualified and experienced candidate for the position as Principal of Cambridge Middle School.
Key Responsibilities:	The School Board has responsibility for the implementation of this policy and will oversee a process for the development of guidelines to support the appointment process for a new Principal.
Review:	March 2024
Related Information:	1. Principal Appointment Guidelines