

## G.9 Principal performance policy

### Expectations

The Principal is expected to engage in a Professional Growth Cycle (PGC) as per the Secondary Principals Collective Agreement.

The principal is expected to plan their PGC in consultation with others, which can include the Board, school staff, and external colleagues.

### The Professional Growth Cycle:

- reflects the profession's commitment to Te Tiriti o Waitangi and Our Code, Our Standards, Ngā Tikanga Matatika, Ngā Paerewa,
- is intended to create more equitable, contextually responsive access to opportunities for learning and growth than currently occurs through highly varied appraisal systems,
- promotes the use of research and frameworks while fostering new knowledge developed with colleagues about practices that make a positive difference for learners,
- encourages a collective responsibility for learning and quality teaching practice for all learners across the diverse contexts of Aotearoa.

### Elements

- a. Principals and professional leaders will facilitate a collective understanding of the Standards | Ngā Paerewa in their context and what meeting and using them in their teachers' and their own practice looks like.
  - b. Principals and professional leaders will plan their Professional Growth Cycle and share this with their presiding board member to plan how they will be supported.
  - c. Principals and professional leaders will engage in professional learning using the Standards | Ngā Paerewa, within a professional learning network of colleagues to develop their professional practice.
  - d. Principals and professional leaders will look for and engage in opportunities to receive feedback on their practice from a range of sources, including the presiding board member or their delegate.
  - e. A professional learning network colleague who holds a Tūturu | Full (Category One) practising certificate will confirm annually that the principal has participated in the Professional Growth Cycle and will also provide a statement to them about whether they meet or are likely to meet the Standards | Ngā Paerewa.
- f. If in the endorser's judgement, the principal or professional leader's practice does not meet or is not likely to meet the Standards/Paerewa, they will discuss this with the principal or professional leader.

## Related procedures/supporting documentation

Teachers Council of Aotearoa New Zealand

<https://teachingcouncil.nz/professional-practice/professional-growth-cycle/>

## Monitoring

An endorser will confirm annually that:

- the principal has participated in the Professional Growth Cycle; and
- the principal has met or is likely to meet the Standards | Ngā Paerewa

The endorsement decision is a professional judgement about the PGC participation, and the way the principal's practice meets the Standards | Ngā Paerewa.

The endorser, and the principal, will ensure the Board is fully informed of the Principal's Professional Growth Cycle and progress on an annual basis.

Reviewed: Term 4 2023	Next review: Term 4 2026
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Signed:  Date: 1 / 12 / 23  
Presiding member