

Managing Unsatisfactory Performance – Principals

Principal performance considerations

| Performance criteria | Performance consideration |
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| Achievement (student performance) | <ul style="list-style-type: none"> • Trends in student achievement • Student attainment (Year 12) • Achievement standards for Indigenous students |
| Confidence | <ul style="list-style-type: none"> • Enrolment data (Prep for primary schools and Year 8/7 for secondary schools with consideration of catchment enrolment) • School Opinion Survey (SOS) data, including staff morale • Staff absenteeism • School investigation and Internal and Finance Audit outcomes |
| Leadership | <ul style="list-style-type: none"> • Strong leadership with an unrelenting focus on improvement • Shared commitment to core priorities • Quality curricula and curriculum planning to improve learning • Teaching focussed on the achievement of every student • Monitoring student progress and responding to learning needs • Effective professional learning culture |
| Engagement (student engagement in learning) | <ul style="list-style-type: none"> • Student attendance rate • Active participation in assessment tasks • Student retention for Year 10/12 • Post-school educational and vocational student outcomes • Available pathways for students (academic, VET, combined pathways) |
| Responsiveness | <ul style="list-style-type: none"> • Implementation of strategies for more effective teaching and learning, including curriculum development and behaviour intervention • Effectiveness of communication • Consultation processes within the school • Community engagement strategies • Involvement in school governance • Strategies to address SOS results • Record of managing student, staff and parent/carer complaints |

The above performance considerations will be reviewed regularly to ensure currency and relevance in consultation with the relevant union/s and Principal Associations.