

# Managing Unsatisfactory Performance – Principals



## Principal performance considerations

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

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