Leaders’ performance review process

Discussion has commenced in the School Leaders' Committee regarding the development of a Leaders’ Performance Review process to replace the current processes for IPS and LPS principals and other school leaders.

Feedback is requested from members on the following parameters for negotiations through the EREC process:

- A commitment to the role of principals as instructional and curriculum leaders.
- That goals are developmental; supported by high quality professional learning; and not established as key performance indicators expressed as numerical targets
- An alignment with the Australian Professional Standard for Principals (APSP).
- The elements of a single consistent model are applied to all educators with contextual variation – principals, deputies, heads of department and teachers.
- Goals reflect systemic, professional and local priorities and context – the priority areas are collaboratively developed, not prescribed.
- The inclusion of identification and reflection on evidence related to each goal.
- The process is separate and distinct from managing unsatisfactory performance.
- The process is made up of formal and informal feedback.
- The process involves face to face discussions with a relevant, appointed education professional.

The current processes for principals are viewed as dysfunctional, lacking any practical form of support and do not account for the need to support aspiring and new leaders. In addition they have a limiting focus on the individual leader with no regard for system improvement.

The School Leaders' Committee sees potential value in having a basic framework of common elements applied to all educators on the one school site. This would:

- Address perceptions of unfairness
- Provide a clear emphasis on a fundamental focus on learning
- Ensure consistency of process as leaders progress from Level 3 to Level 6 positions

Processes developing in Queensland, New South Wales and Tasmania are seen as worth considering, including the development of Regional Principal Consultant positions to support professional face to face discussions.

Your thoughts and feedback on these are sought feedback can be sent to president@sstuwa.org.au

Authorised by Sally Dennis, General Secretary, The State School Teachers' Union of W.A.
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