



St Patrick's School Board of Trustees Principal's Responsibilities Policy

The Principal assumes the major leadership role in the school and because of this undertakes important religious, pastoral and professional responsibilities in the Catholic community, therefore an understanding and commitment for the teachings of the Catholic Christian faith are essential. He or she will be committed to Catholic religious practices and the furtherance of Catholic education, with a willingness and ability to take part in religious instruction appropriate to a Catholic school.

The principal is the professional leader of the school and the board's chief executive working in partnership with the board of trustees. The principal shall not cause or allow any practice, activity or decision that is unethical, unlawful, and imprudent or which violates the board's Charter or expressed values or commonly held professional ethic. Alongside their professional role, the principal's key contribution to **day-to-day management** of the school is as per the management definition in the introduction to the St Patrick's School Policy Framework.

The principal is responsible for overseeing the implementation of board policy including the Charter. Reference in documentation to the school, management and staff is to be read as "principal" for responsibility for implementation. From time to time the board may issue discretions in policies of the school, in minutes of the board, or by written delegation.

The responsibilities of the principal are to:

1. Meet the requirements of the current job description.
2. Meet the requirements of their employment agreement including the 4 areas of practice from the Principals' Professional Standards.
3. Act as the educational leader and day to day manager of the school within the law and in line with all board policies.
4. Participate in the development and implementation of their annual performance agreement, and participate in their annual review process.
5. Develop, seek board approval of, and implement an annual plan that is aligned with the board's strategic plan, meets legislative requirements and gives priority to improved student progress and achievement.
6. Use resources efficiently and effectively and preserve assets (financial and property).
7. Put good employer policies into effect and ensure there are effective procedures/guidelines in place.
8. Allocate pay units for appropriate positions in a fair and equitable manner to assist the school to meet its priorities. A minimum of 60% will be permanent and allocation will be reported annually back to the board.
9. Ensure effective and robust performance management systems are in place for all staff which include performance management reviews, attestations for salary increases and staff professional development.
10. Employ, deploy and terminate relieving and non-teaching staff positions.
11. Employ teaching staff as per the appointments policy.
12. Communicate with the community on operational matters where appropriate.
13. Refrain from unauthorised public statements about the official position of the board on controversial social, political, and/or educational issues.
14. Keep the board informed of information important to its role.
15. Report to the board as per the boards reporting policy requirements.
16. Act as Protected Disclosures Officer and ensure procedures are in place to meet the requirements of the Protected Disclosures Act 2000.
17. Appoint, on behalf of the board, the Privacy Officer and EEO Officer.

Only decisions made by the board acting as a board are binding on the principal unless specific delegations are in place. Decisions or instructions by individual board members, committee chairs, or committees are not binding on the principal except in rare circumstances when the board has specifically authorised it.

The relationship is one of trust and support with expectations documented in the relationship policy. All parties work to ensure "no-surprises".

The principal is not restricted from using the expert knowledge of individual board members acting as community experts.

Approved by Board on the 20th day of November 2019

Review schedule: Triennially

Last Reviewed: November 2019