

NAG 6—General Legislation

Professional Growth Cycle of the Principal Policy

Rationale

It is a contractual obligation to appraise the Principal's performance on an annual basis. The Professional Growth Cycle (PGC) is expected to support the growth and development of the Principal's leadership of staff enhancing learning in a changing context.

Purpose

To ensure that the Principal carries out the management of the school in accordance with Ministry of Education and Board requirements.

Guidelines

- a) The Principal will have a job description and an annual PGC agreement which together with the professional standards for Principals will form the basis of the appraisal.
- b) The Principal's PGC discussions will be carried out by the Chair of the Board, or a mutually acceptable alternate as agreed by the Principal and the Board.
- c) Interim PGC discussions may take place during the year as agreed at the beginning of the year with a final appraisal taking place at the conclusion of the 12-month period.
- d) Professional growth will be appraised in the form of mutually negotiated goals and procedures. A person should be agreed between the parties to mediate/arbitrate on any disagreements or disputes between the Principal and the appraiser. The previous issues should be established between the appraisee and appraiser.
- e) The Board will provide the Principal with opportunities to be involved in professional development in both curriculum and administration management.
- f) All PGC discussions and documentation are confidential between the Principal and the Board.

Adopted August 2022

Chairperson _____

Review Date August 2025