

Policy

Performance Management

Rationale

The focus of Performance Management will be to evaluate the quality of teaching in order to enhance the learning outcomes for students. The performance management system will fulfil the Ministry of Education's teacher performance requirements pertaining to professional standards and accountability.

Purposes

To improve the learning outcomes for students at the Southern Regional Health School by:

1. linking staff development with the school-wide objectives identified in each year's development plan;
2. facilitating the development of staff's performance in areas identified through the appraisal process.

Broad Guidelines

1. Each staff member will have a job description which is reviewed annually.
2. At least one area of performance will be selected for development as a school-wide objective after consultation with staff.
3. The Principal will be responsible for ensuring completion of annual performance management reviews in the Southern Regional Health School, and may delegate as required.
4. The Principal will adjudicate any dispute that may arise in the course of the appraisal process.
5. The Principal will advise the Board of Trustees when appraisals have been completed

RATIFIED: 31 March 2006

REVIEWED: 06 September 2007