

**POLICY 3.4  
Performance  
Management**

Ratified at Board Meeting	<b>22<sup>nd</sup> February 2018</b>
Next Review Due	<b>2021</b>

**RATIONALE:**

Performance management involves the development and implementation of policies and procedures to ensure that staff of Aquinas College provide education and services that fully meet the needs of our students. This is aimed at improving the quality of teaching and learning, student outcomes and strengthening the Catholic character of the College.

**GUIDELINES:**

To be effective, the performance management system at Aquinas College will include:

- 1) Those clauses of collective and individual employment contracts which relate to performance management.
- 2) Statutory requirements of New Zealand legislation for teacher certification, registration and attestation will be completed annually by the Principal and then reported to the Board.
- 3) Considerations of recommendations from an ERO Review, Special Character Review, school self-review.
- 4) Annual appraisal of the Principal; refer policy 2.2.

**PROCEDURES:**

To ensure that goals are consistently being met in an effective and efficient manner, the outcomes of the performance management system process will be reported to the Board annually.