

## APPENDIX C PRINCIPALS' STATEMENT OF EXPECTATIONS

### **1. Students achieve appropriate standards of academic and non-academic performance**

The principal:

- delivers school education programs that enable the students to achieve appropriate standards, taking into account the school's context;
- provides a safe and orderly learning environment;
- sets out in a school plan the school's objectives, priorities and achievement targets, and the major strategies that will be used to improve the school's performance; and
- reports on the school's performance through the Annual School Report.

### **2. All staff are led and managed effectively and ethically**

The principal:

- monitors the levels of staff satisfaction with the leadership and responds where needed;
- operates as an effective instructional leader;
- manages change effectively including conflict management;
- encourages an appropriate level of staff engagement in decision-making;
- encourages and supports innovation in educational practice; and
- provides staff with access to appropriate professional development and performance management.

### **3. Financial, human and physical resources are managed effectively and efficiently**

The principal:

- deploys the school's resources to maximise the educational performance of the school in accordance with Public Sector legislative requirements (for example, the *Financial Management Act 2006*, and *Public Sector Management Act 1994*);
- manages the school's resources in accordance with the Funding Agreement for Schools; and
- closely monitors the utilisation of leave entitlements to ensure employees clear leave within a reasonable time of it falling due.

### **4. The local community is appropriately engaged in the school**

The principal:

- monitors community satisfaction with the school and responds to the findings as appropriate;
- enables the School Council to fulfil its function effectively; and
- encourages and enables parents to be engaged with their children's education.

### **5. The school meets all compliance requirements of a public school**

The principal:

- confirms that the school operates within all relevant legislation, industrial agreements and awards;

- complies with Government and Departmental policies and initiatives;
- complies with the Department's School Audit process;
- provides data the Department requires to meet its state-wide reporting obligations; and
- complies with all agreements between the Australian and Western Australian Governments.

#### **6. Effective delivery of Departmental programs located at the school and meeting requirements of the Director General specific to the school**

The principal:

- meets the requirements associated with the delivery of any special program hosted by the school on behalf of the system (e.g. Gifted and Talented programs); and
- addresses any school improvement recommendations stemming from a review by the Expert Review Group or directions from the Directors of Education.