

## Relationship between chair and principal policy

### Outcome statement

The relationship between the chair and the principal is based on trust, integrity and mutual respect.

### Scoping

- A positive, productive working relationship between the principal and the chair is both central and vital to the school.
- The chair and principal should act as sounding boards, both supporting and challenging, in order to hold the school to account for achieving the goals and targets that have been set.
- The chair has no authority except that granted by the board. The chair does not act independently of the board.

### Delegations

- The board delegates to the chair and deputy chair the responsibility to ensure a Principal's annual performance review is carried out in accordance with the Principal Performance Management Policy; ensuring representation from both pathways of learning throughout the Principal Performance Appraisal.
- The board delegates management of the relationship between the board and the principal to the chair.

### Expectations and limitations

- The chair and principal must work as a team, and there should be no surprises.
- The relationship must be professional.
- Each must be able to counsel the other on performance concerns.
- The chair supports the principal and vice versa as appropriate.
- Each agrees not to undermine the other's authority.
- There is agreement to be honest with each other.
- Each agrees and accepts the need to follow policy and procedures.
- Neither party will deliberately hold back important information.
- Neither party will knowingly misinform the other.

### Monitoring

*Reviewed the month prior to appointing the Board chair.*

---

Reviewed: January 2020

Next review: January 2021

---

