Principals and deputy principals are crucial to the success of every student. Great leaders build capability for sustainable improvement and never stop learning themselves.

Research shows that a successful approach to effective performance development relies on a strong and supportive culture within our schools. The new Annual Performance Review (APR) process for principals and deputy principals has been developed to enhance leadership in Queensland state schools and strengthen the focus on school leaders’ performance development in achieving improved student outcomes.

Over a 12-month cycle, the process involves the development, implementation and review of an Annual Performance Development Plan for every principal and deputy principal. The plan will include ongoing feedback, input and support from supervisors.

The process is made up of three distinct phases:
1. Reflection and goal setting.
2. Professional practice and learning.
3. Feedback and review.

Building on the department’s Developing Performance Framework, the APR process:
• aligns with and embeds the Australian Professional Standard for Principals and the Leadership Profiles
• provides a common understanding of professional expectations
• promotes collegiality and collective responsibility for improvement in achievement
• helps principals and deputy principals focus on continuous improvement
• assists principals and deputy principals with self-reflection and self-assessment.

Support materials are available to assist principals and deputy principals with the Annual Performance Review process, including a step-by-step guide, overview and Annual Performance Development Plan template.

The implementation of the new APR process for principals and deputy principals in all Queensland state schools will commence from Semester 2, 2015.

For more information visit the department’s Developing Performance Framework webpage:

Further resources for principals and deputy principals are available on the Australian Institute for Teaching and School Leadership website.

• The Australian Professional Standard for Principals:
  www.aitsl.edu.au/australian-professional-standard-for-principals
• The Leadership Profiles:
  www.aitsl.edu.au/leadership-profiles