

APPENDIX

Phasing

The career allowances will be phased in for each stage as follows:

1. From 8 May 2013, primary principals who meet the service and professional criteria for stage one will be entitled to an annual career allowance of \$3,500.
2. From 10 February 2014, primary principals who meet the service and professional criteria for stage two will be entitled to an annual career allowance of \$6,500.
3. From 10 November 2014, primary principals who meet the service and professional criteria for stage three will be entitled to an annual career allowance of \$9,500.

Developing Principal

Criteria	Developing PRINCIPAL (acquiring/acquired)	Evidence
Service	A minimum of 3 years continuous service as a primary or area school principal.	
Professional learning and development plans	<p>Participation in a professional learning and development plan that may include:</p> <ul style="list-style-type: none"> - Mentoring - Professional supervision - Study - Learning and development project aligned with school goals 	
Careers and personal development	<p>Engages in learning for career/personal growth demonstrated through, for example:</p> <ul style="list-style-type: none"> - Knowledge of research - Successful practice <p>Seeks appropriate professional learning and development opportunities to improve expertise</p>	
Leadership development	<p>Demonstrated ability to fully discharge the duties and responsibilities of a principal, demonstrated through, for example:</p> <p>Working with staff to set clear and appropriate educational goals</p>	

	<p>for the school</p> <ul style="list-style-type: none"> - Recognising the strengths and weaknesses of the school's performance and planning an improvement trajectory/pathway - Ensures performance agreements and appraisal processes are in place for all staff 	
Remuneration	\$3,500	

Experienced Principal

Criteria	Experienced Principal (applying)	Evidence
Service	A minimum of 6 years continuous service as a primary or area school principal and meets the requirements of Developing Principal.	
Professional learning and development plans	<p>Participation in a professional learning and development plan that demonstrates professional growth in:</p> <ul style="list-style-type: none"> - Leadership - Personal learning project in own school 	
Careers and personal development	<p>Ongoing commitment to own personal growth demonstrated through, for example:</p> <ul style="list-style-type: none"> - Further tertiary study/ qualifications; or - Sabbatical project; or - Other relevant professional development 	
Leadership development	<p>Demonstrated ability to adapt systems to school context, demonstrated through, for example:</p> <ul style="list-style-type: none"> - School development and activities reflect strategic direction and priorities - School development focused on responsiveness to students needs 	

	<p>Demonstrated ability to improve teaching and learning with others.</p> <p>Demonstrated development of leadership in others. Linked to analysis of self-review and appraisal information</p>	
Remuneration	\$6,500	

Leading Principal

Criteria	Leading Principal (sharing)	Evidence
Service	A minimum of 9 years continuous service as a primary or area school principal and meets the requirements of Developing and Experienced Principal.	
Professional learning and development plans	<p>Contribution to or leadership of:</p> <ul style="list-style-type: none"> - A learning or professional community - A wider educational sector and principal networks 	
Careers and personal development	<p>Ongoing commitment to own personal growth demonstrated through, for example:</p> <ul style="list-style-type: none"> - Participation in a Professional Learning Group of other leading principals; or - Further tertiary study/ qualifications; or - Sabbatical project; or - Other relevant professional development 	
Leadership development	<p>Demonstrated ability to, for example:</p> <ul style="list-style-type: none"> - Develop leadership in others - Improve teaching and learning with and through others - Act as a coach/ mentor to colleagues - Provide leadership across local networks. <p>Improvement and innovation are supported by cycles of inquiry at every level</p>	
Remuneration	\$9,500	

In order for principals to receive their annual career allowance the board must affirm that the principal meets the criteria (detailed in the appendix).

The Primary Principals' Collective Agreement also requires that principals will assemble and present to the board a "portfolio of evidence" relevant to the allowance criteria.

If a principal already in receipt of an allowance is appointed to a new school, that principal will continue to receive that allowance, provided the board affirms, as part of its appointment process, it is satisfied that the principal meets the criteria.