
Carmel College Governance Policy 08: Relationship between chair and principal

Special Character statement

Our college is the Catholic Church in action, an authentic expression of the Church's mission. Therefore, our role as a Catholic college, is, above all, to be a place where every member of this learning community can encounter the living God and our focus is on helping to form Christ in the lives of others. We do this through the Catholic and Mercy traditions.

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 college.

The chair and principal should act as sounding Boards, both supporting and challenging, in order to hold the college 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 day to day relationship between the Board and the Principal is delegated to the Chair.

Expectations and limitations

1. The chair and principal must work as a team, and be seen to work as a team, and there should be no surprises.
2. The relationship must be professional.
3. The Principal reports to the Board as a whole rather than to individual trustees.
4. Each must be able to counsel the other on performance concerns.
5. The chair supports the principal and vice versa as appropriate.
6. Each agrees not to undermine the other's authority.
7. There is agreement to be honest with each other.
8. Each agrees and accepts the need to follow policy and procedures.
9. Neither party will deliberately hold back important information.
10. Neither party will knowingly misinform the other.
11. All reports presented to the Board by the staff require the Principal's approval.
12. There are clear delegations and accountabilities by the Board to the Principal through policy.

Procedures/supporting documentation

1. NZSTA Policy Framework
2. NZSTA Trustee Handbook
3. The Secondary Principals' Collective Agreement

4. Key legislation contained in 'Guidelines for Board Assurance Statement and Self Audit Checklists', ERO, 2014.

Monitoring

Board annual self review, report and recommendations for action.

Legislative compliance

State Sector Act 1998, Part 7A, Personnel Provisions in Relation to Education Service - for definition of general principles of good employer practice, see Education Act 1989

Date reviewed:	December, 2018	Next Review:	June, 2021
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