



## WHANGANUI HIGH SCHOOL POLICY STAFF COMPETENCY

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| <b>INTRODUCTION</b> | <ol style="list-style-type: none"> <li>1 Competency relates to the ability of the staff member to carry out their duties to the level required. Teacher competency relates to those duties required by the School and the criteria set down in association with the Secondary School Teachers' Collective Employment Contract.</li> <li>2 Competency regulations for <i>other</i> employees are in keeping with the employment contracts relating to the relevant occupation.</li> </ol> |
| <b>RATIONALE</b>    | <ol style="list-style-type: none"> <li>1 Student learning is enhanced by competent staff.</li> <li>2 Staff who are not competent require support, guidance and professional development.</li> <li>3 Ongoing incompetence is not acceptable.</li> </ol>   |
| <b>PURPOSE</b>      | <ol style="list-style-type: none"> <li>1 To help identify staff who are not meeting the required standard in terms of performance.</li> <li>2 To provide support and guidance for staff as necessary.</li> <li>3 To detail a process to be followed by the school relating to competency issues as required by the relevant collective contract.</li> </ol>  |
| <b>GUIDELINES</b>   | <ol style="list-style-type: none"> <li>1 See documentation in the relevant collective contracts, including:               <ol style="list-style-type: none"> <li>a) The Secondary Teachers' Collective Contract</li> <li>b) The Support Staff in Schools' Collective Contract.</li> </ol> </li> </ol>  |
| <b>EVALUATION</b>   | <ol style="list-style-type: none"> <li>1 The Board, in association with the Principal, will review this policy on a three-yearly cycle in accordance with the School's quality management cycle.</li> </ol>  |
| <b>CONCLUSION</b>   | <ol style="list-style-type: none"> <li>1 Staff need to be competent in order to fulfil their duties as expected and required. Performance needs to be monitored through the performance management system to ensure competence is maintained. Where competence is in question, clear procedures need to be followed to address the concerns.</li> </ol>  |

Approved by the Board  
Signed Chairperson:

Date: 21.11.16

Signed Principal:

Date: 21/11/16