

EXECUTIVE DIRECTOR OF SCHOOLS CONTRACT PERFORMANCE
APPRAISAL

Mrs Jenny Allen was appointed as the Executive Director of Schools pursuant to a contract of employment for a period of 5 years, commencing on 13 February 2012 with a performance review at the conclusion of year 2 of the contract.

At its December 2013 meeting, the Diocesan Catholic Education Council received the outcome of the mid-contract performance review of the Executive Director of Schools.

The review was informed by, amongst other things, a survey which was developed by members of the Diocesan Catholic Education Council with 25 selected items mirroring the Diocesan School System's Strategic Improvement Plan and Leadership Framework. From the Diocese, all School Principals, Assistant Principals, Religious Education Coordinators and Parish Priests, along with CEO staff and members of the DCEC were invited to complete the electronic survey. 99 responses were received.

The Executive Director of Schools provided a Self-reflection Statement specifically addressing:-

1. Religious leadership.
2. Educational leadership.
3. Enabling leadership.
4. Personal and professional capabilities.
5. Goals for the remainder of the contract period.
6. The support needed to achieve the goals referred to in 5.

The survey results and the results generally of the performance review are very pleasing, reinforcing the high degree of satisfaction of the Council in the work of the Director and are a testament to the contribution made by her.

The outcome of the performance review has been reported to Bishop Michael McKenna.

The process of this performance review is seen as a "blue print" for future reviews for the Director, senior staff of the Catholic Education Office and School Principals.

The Council acknowledged the quality of the leadership provided by Mrs Allen and expressed its gratitude.