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Cayman Islands Legislative Assembly

Parliamentary Question

Date for Answer 10th September 2014
(For Official Use Only)

Name Mr. Ezzard Miller, MLA
(Member of the Legislative Assembly)

Constituency North Side

To Ask Honourable Tara Rivers, JP, MLA
(Elected Member)

Education, Employment and Gender Affairs
(Responsible for)

Questions

(Questions to be typewritten and submitted to the Clerk in Quadruplicate)

1. Can the Hon. Minister state what is the policy regarding the involvement of Principals in administrative and/or operational decision involving their schools?

Chief Officer/ EE&GA
Head of Department

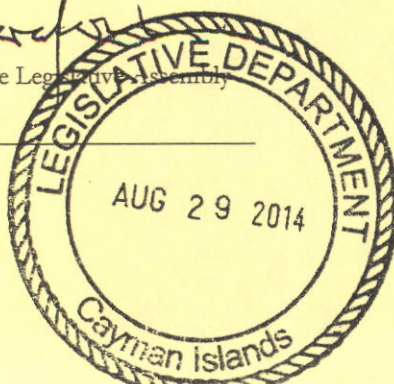
Please assist by supplying information for answer to above.

Mr. Ezzard Miller, MLA
Signed: _____
(M.L.A.)

Ezzard Miller
Clerk of the Legislative Assembly

Date: _____

Admissible



**PARLIAMENTARY QUESTION ASKED BY THE ELECTED MEMBER
FOR THE CONSTITUENCY OF NORTH SIDE TO THE HONOURABLE MINISTER
RESPONSIBLE FOR EDUCATION, EMPLOYMENT AND GENDER AFFAIRS**

Question: Can the Hon. Minister state what is the policy regarding the involvement of Principals in administrative and/or operational decision involving their schools?

Answer:

The main focus of the work of a school principal is to lead and manage the school under the direction of the Department of Education Services and the Ministry of Education. This is clearly established in the Job Description. I have been advised that the standard Job Description contains the following description:

The principal is responsible for providing professional leadership and management for the school, and for establishing the values and aims to ensure a high-quality education for all students. The principal must establish a culture within the school which promotes excellence, equality and high expectations, and this can only be achieved by effectively managing teaching and learning in order to improve standards of learning and achievement.

The principal is the leading professional in the school. Working with staff, students, parents and the wider community, the principal must provide vision, leadership and direction for the school and ensure that it is managed and organized to meet its aims and targets. The principal, working with others, is responsible for evaluating the school's performance to identify priorities for continuous improvement and the raising of standards, for developing policies and practices and for ensuring that resources are effectively and efficiently used to achieve the school's aims and objectives.

The principal must also involve the wider community in the life of the school, by developing and maintaining effective networks with, for example, other schools, the Education Department, the Schools' Inspectorate, higher education institutions, employers, careers services and other individuals and agencies. The principal plays a key role in contributing to the ongoing development educational system as a whole, and working with others to raise standards locally.

There are four key accountabilities for school principals:

- A. Strategic direction and development of the school
- B. Raising achievement through improved teaching and learning
- C. Working strategically with stakeholders
- D. Effective and efficient management of staff and resources

In practical terms, a principal is responsible for the day to day management of the school with a particular emphasis on guiding teaching and learning. The management and administrative responsibilities include the following:

- Principals have financial delegation for local purchasing of resources and prepare and approve orders for all overseas purchases for their schools
- Principals are responsible for shortlisting staff and sit on interview panels to select teaching staff
- Within their allocated staffing, principals decide how to use and assign staff in line with guidance on class sizes and similar policy directives
- Principals line manage their school staff and are responsible for the performance management of school staff
- Principals lead teaching and learning in their schools, in line with the National Curriculum and with curriculum guidance from the Ministry of Education
- Principals are the first line in the resolution of complaints regarding their schools