

# Principal recruitment and selection overview



The recruitment and selection of school leaders is critical to ensure quality teaching and learning outcomes in Queensland state schools.

The principal recruitment and selection process is based on three underlying principles:

- 1) school Parents and Citizens Associations or school councils, the sector specific Principal Association and the Queensland Teachers Union (QTU) will have direct involvement in the selection of a suitable and meritorious principal
- 2) principals seeking relocation are assessed for suitability by an appropriate panel
- 3) appointments are considered from the widest possible pool of applicants.

## Overview and panel responsibilities

- A selection panel will be convened for each vacancy. The selection panel as a minimum will consist of a chair (with line accountability for the performance of the principal), a community representative to be elected in consultation with the school's Parents and Citizens Association or school council, a representative of the relevant sector specific Principal Association and a representative of the QTU. Community representation can be from the school's Parents and Citizens Association, school council or a representative from P&C Qld.
- The selection panel will determine the means of assessing suitability and merit. The selection panel must consider the suitability and merit of all applicants consistently and in accordance with the requirements of the vacancy.
- Prior to being filled via a merit process, principals who have requested relocation to a vacancy must have their suitability considered. If there are no suitable principals for relocation, the vacancy may be filled via an advertised process in accordance with public service directives.
- The panel chair is responsible for ensuring that all panel members are appropriately supported to undertake the process.
- The panel is responsible for making a recommendation for an appointment. A delegate of the chief executive is responsible for ensuring that the selection has been carried out in accordance with requirements, is consistent with obtaining the best outcome for the school and contributes to the effective operation of a statewide relocation and appointment system.
- The Human Resources Branch is responsible for evaluating the effectiveness of the statewide relocation and appointment system. This includes regular engagement with stakeholders.
- The Human Resources Branch may recommend preferred recruitment and selection practices from time to time.

Note: Additional supporting documentation and resources are sent to the selection panel when their vacancies are advertised.