Regulations for the Appointment of Principals at the National Changhua University of Education Affiliated Senior Industrial Vocational School

Article 1: National Changhua University of Education (hereinafter referred to as "the University") establishes these regulations to conduct the selection of principals for its affiliated Senior Industrial Vocational School (hereinafter referred to as "the Vocational School"), in accordance with the Regulations Governing the Appointment of Educational Personnel and the Senior Secondary Education Act.

Article 2: When the term of office of the principal of the Vocational School expires and there is no expression of willingness for reappointment, no reappointment is granted, no eligibility for reappointment exists, or when the position is vacated for reasons, the University shall establish a Selection Committee for the Principal of the Vocational School (hereinafter referred to as "the Selection Committee") according to these regulations, or appoint qualified individuals selected by the Ministry of Education in accordance with Article 14 of the Senior Secondary Education Act.

Article 3: The Selection Committee shall consist of eleven members. Apart from the Vice President appointed by the University President as an ex officio member, the remaining members shall be appointed as follows:

1. Three representatives from the University faculty, appointed by the University President from among full-time associate professors or above within the University's establishment.
2. Two representatives from the Vocational School faculty, elected by the Vocational School Council.
3. One representative from the Vocational School parents, elected by the Vocational School Parents' Association.
4. One representative from the Vocational School alumni, elected by the Vocational School Alumni Association.
5. Three representatives of social justice professionals, recommended by the deans of each college within the University, each recommending one, and three external scholars or experts recommended by the Vocational School Council, submitted confidentially to the University President for appointment.

When electing or appointing representatives as mentioned above, alternative members should also be considered. In each category, representation by two or more persons of the same gender should constitute at least one-third.

If the proportion of committee members of either gender is less than one-third, substitute members shall be appointed according to gender from the list of substitute members nominated by the University faculty representatives.

In the event of a committee member being removed from office as stipulated in Article 6 of these regulations, vacancies shall be filled by the nominated substitute members from each category. Vacancies of ex officio members shall be filled by appointment from among full-time associate professors or researchers of equivalent status within the University, appointed by the University President.

Article 4: The tasks of the Selection Committee are as follows:

1. Establishing the operational guidelines for the selection of the Vocational School principal, selection criteria, qualification review, evaluation results, and related deliberation matters.
2. Reviewing applications for reappointment or extension of the term of the Vocational School principal upon the expiration of their term.
3. The Selection Committee shall have at least two-thirds of its members present. Voting shall be conducted anonymously. The Committee shall exercise voting rights on individual candidates, requiring a majority agreement from over half of the attending members to nominate two to three candidates for the position of Vocational School principal. The University President shall then select one from the nominees appointed by the Selection Committee as the Vocational School principal.

The term of appointment for Selection Committee members shall cease on the date the selected candidate assumes office as the Vocational School principal.

Selection Committee members serve without remuneration. However, representatives of parents, alumni, and social justice professionals may receive attendance fees according to relevant regulations.

Article 5: The Vice President designated as an ex officio member by the University President shall serve as the convener and chairperson of the Selection Committee. In case the convener is unable to attend, they shall designate a member to act as a proxy.

During Selection Committee meetings, members must attend in person and may not appoint substitutes. A quorum requires the presence of two-thirds or more of the committee members to commence proceedings, and decisions shall be made with the consent of a majority of the attending members.

Members who are required to recuse themselves as stipulated in Article 6 of these regulations shall not be counted in the tally of attending members for the purpose of making decisions.

**Article 6:** If a member of the Selection Committee is nominated to participate in the selection of the principal of Fuxing High School, they will automatically lose their membership.

A member of the Selection Committee shall be dismissed from their position upon confirmation by the Committee if they:

1. Are unable to participate in the selection process for any reason.
2. Have a spouse, former spouse, or a blood or marital relative within three degrees of kinship with a candidate, or have had such a relationship in the past.
3. Have a teacher-student relationship involving dissertation supervision with a principal candidate.

If there is a concern of bias in the performance of a Selection Committee member's duties, a candidate may apply for the removal of that member by providing concrete evidence to the Committee. During the Committee's review, the member in question shall recuse themselves.

If the chairperson of the Selection Committee falls under any of the above situations, the members of the Committee shall elect a new chairperson from among themselves.

**Article 7**: Candidates for the principal of Fuxing High School must have the qualifications stipulated in Article 3 of the Educational Personnel Employment Act and meet the qualifications specified in Article 6 or Article 10-1 of the same act.

Individuals with any of the following conditions are not allowed to participate in the selection of the principal of Fuxing High School:

1. Conditions specified in Article 31, Paragraph 1, or Article 33 of the Educational Personnel Employment Act.
2. Serving their first term as the principal of a public school without completing the term, or not having served at least half of their consecutive term.

Those who violate the above two provisions and have already participated in the selection process will have their qualifications revoked by the Selection Committee. If they have been appointed as the principal by the school, the appointment will be revoked, and the selection process will be conducted again.

Candidates for the principal of Fuxing High School must not engage in solicitation or lobbying. If a violation is confirmed by the Selection Committee, their qualifications will be revoked. If the Selection Committee has already approved their selection, the school will revoke the decision and conduct the selection process again.

**Article 8**

The selection procedure for the principal of Fuxing High School is as follows:

1. **Open Call for Candidates**: After its formation, the Selection Committee shall publicly invite candidates for the position of principal of Fuxing High School. Interested participants must complete a candidate information form and attach supporting documents or materials, submitting them to the school's Personnel Office within the specified deadline.
2. **Initial Review of Materials**: According to the provisions of the Educational Personnel Employment Act and its implementation regulations, the written materials of the participants will undergo an initial review. The results of the initial review, along with the candidate information forms and related materials, will be submitted to the Selection Committee for a comprehensive review.
3. **Comprehensive Review**: The Selection Committee will conduct a comprehensive review of the candidates' materials based on the qualifications listed in these regulations. They may also conduct interviews as part of the review and evaluation process. Candidates who pass the review and evaluation will be listed as candidates for the principal of Fuxing High School and announced publicly.
4. **Insufficient Number of Candidates**: If the number of candidates is less than two, the Selection Committee shall retain the qualifications of the current candidates and re-open the call for candidates. The selection process, as specified in this article, will continue until the total number of newly selected candidates and retained candidates reaches at least two.
5. **Presentation of School Governance Philosophy**: Candidates for the principal position must participate in a presentation of their school governance philosophy. These presentations will be organized separately by Fuxing High School and the Selection Committee. The method, time, and location of the presentations will be decided by the Selection Committee.
6. **Nomination**: The Selection Committee, through a resolution in a meeting, shall recommend two to three candidates to the school's principal for selection and appointment.

**Article 9**: If the public selection process fails to produce a principal for Fuxing High School, or if the position becomes vacant for any reason, the school's principal may designate a full-time teacher from the school or Fuxing High School to act as the interim principal until a new principal is selected and takes office.

**Article 10**: The term of office for the principal of Fuxing High School is four years and may be renewed once.

The term of office for the principal begins from the month they officially take office, with the term ending on either January 31 or July 31 of the semester in which the term expires. However, the term may be extended until the end of the academic year upon the decision of the Selection Committee.

If the principal reaches the retirement age during their term, their appointment will continue until the effective date of their approved retirement. If the current principal has completed their term and will reach retirement age within one year, their appointment may be extended until the effective date of their approved retirement upon review and approval of their evaluation by the Selection Committee.

**Article 11**

If the principal of Fuxing High School wishes to renew their term ten months before the expiration of their current term, the following procedures shall be followed:

1. **Performance Report**: The principal must submit a written statement of their intention to renew their term, along with a self-evaluation performance report and a school development plan, to the school.
2. **Evaluation by the Selection Committee**: The school shall form a Selection Committee as stipulated in Article 3 to conduct the evaluation. If necessary, the principal may be invited to attend the meeting to present their report.
3. **Approval for Renewal**: The results of the evaluation will be submitted to the school principal for approval and reported to the Ministry of Education for record-keeping.

If the principal does not wish to renew their term or is not approved for renewal, a Selection Committee shall be promptly formed to handle the selection of a new principal, or the Ministry of Education may be entrusted to select and appoint a qualified candidate.

**Article 12**

If the principal of Fuxing High School is deemed unfit for their position, a petition signed by more than one-third of the full-time teachers at Fuxing High School can be submitted to the school principal. The principal will then appoint the vice principal to convene a school affairs meeting at Fuxing High School. At this meeting, a representative will be elected as the convener to organize a vote on the unfitness case, which must be completed within two months of the petition's establishment.

The unfitness case will be established only if more than two-thirds of the full-time teachers at Fuxing High School attend the meeting, and more than half of the attendees agree with the unfitness case. The school principal will then designate a full-time teacher from the school or Fuxing High School to act as the interim principal until a new principal is selected and takes office.

**Article 13**

During the selection process for the principal of Fuxing High School, all participating committee members and relevant personnel must strictly maintain confidentiality until the selection results are announced. However, this does not apply if other laws and regulations stipulate otherwise or if there is a legal resolution by the Selection Committee.

**Article 14**

Matters not addressed in these regulations shall be handled according to relevant laws and regulations or decided by the Selection Committee.

**Article 15**

These regulations shall be implemented after being passed by the school affairs meeting and approved by the school principal. The same procedure applies for any amendments.