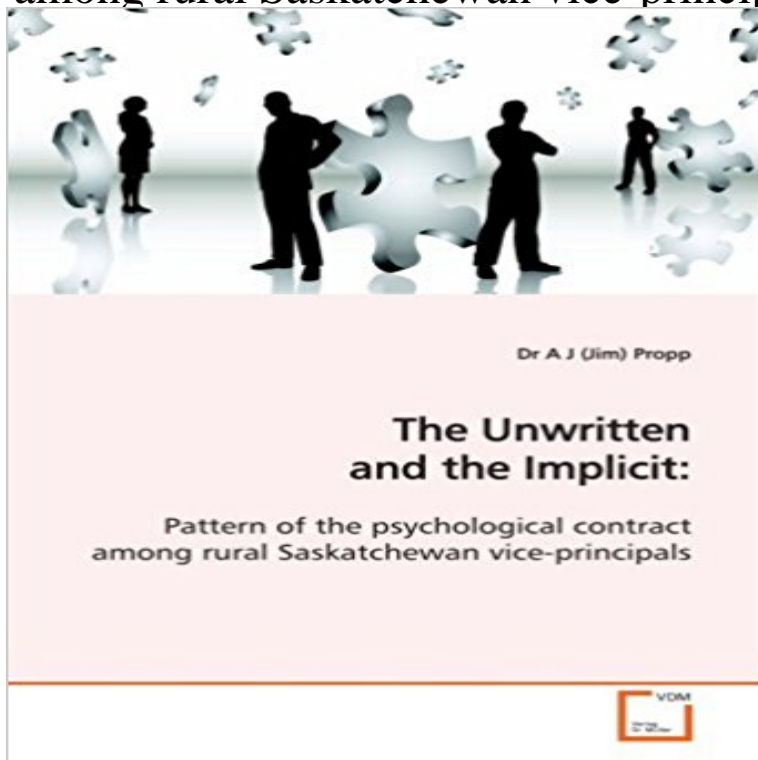


The Unwritten and the Implicit:: Pattern of the psychological contract among rural Saskatchewan vice-principals



The vice principal role is a critical yet often overlooked component of school effectiveness planning and highlighted the need for a deeper understanding of the vice principal role and employer-employee relationship. Vice principals lead busy work lives and the intensity of the job tends to fuel aspirations for VPs enhancing their leadership skills and increasing their leadership opportunities. Recognizing the unique opportunities and challenges of vice principals professional growth, this study made explicit the unwritten and implicit dimensions of the vice principals role and nature of their employee-employer relationships. By making explicit the implicit and unwritten aspects of the vice principal role, possibilities emerged that could be of considerable value to rural school divisions as they manage employment relationships with this fair sized professional group.

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