



# Policy: Performance Appraisal of New Teachers

## Policy Statement

Our mission statement serves as rationale for the Performance Appraisal of New Teachers' Policy and Administrative Regulation.

The Superior North Catholic District School Board provides our students with quality education by promoting gospel values and enriching experiences in a safe and loving environment that will encourage each student to grow to his/her potential – spiritually, intellectually, physically, emotionally and morally.

Therefore, it shall be the policy of the Superior North Catholic District School Board to provide a framework within which a new teacher's performance appraisal is carried out through a supportive developmental process directed at the following goals:

- To provide for fair, effective and consistent teacher evaluation in every school.
- To encourage and support the practices and qualities of the successful Catholic teacher.
- To identify the needs of the individual teacher for continued growth and development.
- To provide quality education for students through professional and personal growth of teaching staff.

The following policy, administrative regulation, administrative practice and legislation - Part X.2, Teacher Performance Appraisal, Ontario Regulations 98/02 and 99/02, Duties of a Principal E.A. 265 and Regulation 298.11 as outlined in the Education Act, govern the appraisal of teacher performance.

## Approval and Review Dates

Prior Date Approved: November 12, 2013

Revised Date Approved: September 14, 2015

Review Prior To: April, 2018

Reviewed by: Policy Committee, Administrative Council