



# Policy: Performance Appraisal of Support Staff Personnel

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## 1.0 Policy Statement

- 1.1 The rationale for the Performance Appraisal of Support Staff Policy and Administrative Regulation is found in our Board Statement of Values.
- 1.2 This performance appraisal administrative regulation applies to members of the SEIU bargaining unit.

## 2.0 Our Values

- 2.1 At Superior North Catholic District School Board we value:
  - 2.1.1 the presence of God in each person;
  - 2.1.2 an inclusive Catholic culture that instills compassion;
  - 2.1.3 hope, integrity, faithfulness, respect and self worth;
  - 2.1.4 Catholic-based spiritual development; and student success.

- 2.2 The Superior North Catholic District School Board provides a framework within which a support staff performance review is carried out through a supportive developmental process directed at the following goals:
- 2.2.1 To provide for fair, effective, and consistent support staff evaluation in every school and the board office.
  - 2.2.2 To encourage and support the practices and qualities of the successful support staff employee.
  - 2.2.3 To identify the needs of the individual support staff employee for continued growth and development.
  - 2.2.4 To provide a quality and safe physical setting and a supportive learning environment for students through professional and personal growth of support staff.

## Approval and Review Dates

Prior Date Approved: N/A

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Review Prior To: March, 2021

Reviewed by: Policy Committee, Administrative Council