



# Policy: Performance Appraisal For Superintendents

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## 1.0 Policy Statement

- 1.1 The Superior North Catholic District School Board strives for staff and leadership excellence by ensuring the highest caliber of Catholic leaders. The Catholic leadership provided by Superintendents of Education of the Superior North Catholic District School Board provide direction and accountability from a senior administrative perspective. These Supervisory Officers are expected to work within the Board's Mission, Vision and Values, as these are reflected in actions taken at a system level of responsibility, to achieve the goals of the Board's multi-year strategic plan, and the objectives of the Ministry of Education.
- 1.2 Duties expected are identified in the Education Act. "Putting Ontario's Leadership Framework into Action – A Guide For School and System Leaders" (August 2008) identifies the practices, skills, knowledge and attitudes, from a Catholic perspective.
- 1.3 The performance appraisal of Supervisory Officers is an important component of effective school board leadership.

## 2.0 Definitions

- 2.1 **ONTARIO LEADERSHIP STRATEGY (OLS)** The Ontario Leadership Strategy (OLS) is a comprehensive plan of action designed to support student achievement and well-being by attracting and developing skilled and passionate school and system leaders across the province
- 2.2 **ONTARIO LEADERSHIP FRAMEWORK (OLF)** The Ontario Leadership Framework (OLF) identifies effective practices, skills, knowledge, and attitudes of successful educational leaders. The Ontario Leadership Framework provides a resource for school and system leaders to identify practices and competencies for building expertise in relation to a wide-range of leadership capacities that can assist educators in building coherence and aligning practices across schools and

## References

- Education Act, Part xi.i, Performance Appraisal of Principals, Vice-Principals and Supervisory Officers;
- Education Act, Regulation 296/10, Duties of a Superintendent; 2.3 Ontario's Leadership Framework;
- Putting Ontario's Leadership Framework into Action: A Guide for School and System Leaders

## Approval and Review Dates

Prior Date Approved: February 13, 2012

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