

**Policy: PERFORMANCE APPRAISAL
OF SUPPORT STAFF PERSONNEL****Effective: October 19, 2011****Policy Statement:**

The rationale for the Performance Appraisal of Support Staff Policy and Administrative Regulation is found in our Board Statement of Values.

Our Values:

We value:

- the presence of God in each person;
- an inclusive Catholic culture that instills compassion;
- hope, integrity, faithfulness, respect and self worth;
- Catholic-based spiritual development; and student success.

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:

- To provide for fair, effective, and consistent support staff evaluation in every school and the board office.
- To encourage and support the practices and qualities of the successful support staff employee.
- To identify the needs of the individual support staff employee for continued growth and development.
- To provide a quality and safe physical setting and a supportive learning environment for students through professional and personal growth of support staff.

<p style="text-align: center;"><u>Cross Reference</u></p> <ul style="list-style-type: none"> • V100 Strategic Plan/Mission/Vision/Values • 148 Equity & Inclusive Education 	<p style="text-align: center;"><u>Draft Approved</u> June 22, 2011</p> <p style="text-align: center;"><u>Final Approved</u> October 19, 2011</p> <p style="text-align: center;"><u>Board Motion</u> #88/11</p> <p style="text-align: center;"><u>Review Prior To</u> 2014</p>	<p style="text-align: center;"><u>Legal/Ministry Reference</u></p> <ul style="list-style-type: none"> • Municipal Freedom of Information and Protection of Privacy Act, 1989 • Collective Agreement Between Superior North CDSB and SEIU Local 2. On (Sept. 1/08 To Aug. 31/12)
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