



# Policy: Performance Appraisal of New Teachers

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## 1.0 Policy Statement

- 1.1 Our mission statement serves as rationale for the Performance Appraisal of New Teachers' Policy and Administrative Regulation.
- 1.2 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.
- 1.3 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:
  - 1.3.1 To provide for fair, effective and consistent teacher evaluation in every school.
  - 1.3.2 To encourage and support the practices and qualities of the successful Catholic teacher.
  - 1.3.2 To identify the needs of the individual teacher for continued growth and development.
  - 1.3.3 To provide quality education for students through professional and personal growth of teaching staff.

- 1.4 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.

## References

- [New Teacher Induction Program - Induction Elements Manual](#)
- [ETFO: New Teacher Induction Program: Performance Appraisal for New Teachers, Role of Mentors](#)
- [Ontario English Catholic Teachers Association: Teacher Performance Appraisals](#)
- [mVal Ontario Teacher Appraisal System](#)

## Approval and Review Dates

Prior Date Approved: November 12, 2013

Revised Date Approved: September 14, 2015

Review Prior To: April, 2022

Reviewed by: Policy Committee, Administrative Council