

STAFF PERSONNEL



Island Catholic Schools

TEACHERS APPRAISAL PROGRAM

404

Rationale

The purpose of this appraisal program is to provide a fair and equitable process for evaluating the performance of teachers. It is designed to promote professional growth and development, and to ensure that students receive the highest quality of instruction. The program is based on the standards of the profession and the needs of the school community. It is a collaborative effort between administrators, teachers, and parents to ensure that all students are achieving their full potential.

Policy

The appraisal process is a continuous process that begins with the development of performance standards and continues through the appraisal cycle. It is a fair and equitable process that is based on objective criteria and is designed to be transparent and consistent. The program is designed to be a supportive and collaborative process that focuses on growth and development. The program is designed to be a fair and equitable process that is based on objective criteria and is designed to be transparent and consistent.

Regulation

>G The goal of the CISDV, with respect to the appraisal process, is as follows:
To promote, achieve, and maintain a high standard of instruction, consistent with the purposes of Catholic education and schooling.

?G The aims of the CISDV, with respect to the appraisal process, are as follows:
?GT To provide a fair and equitable process for evaluating the performance of teachers

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XXXXXXXXXX @GT Ž 1T' 66' T / 2.1; '' F 019 T : #%; T9 * #45T : 2' % & T1 (T' v R' 4#0&T6' T &) 4' T6 T9 * #% T6' T52' 48-51 4I('.5T' R5* T5V/ '' 60) T' -5R' 4I 4 52105\$+6 5T

XXXXXXXXXX @GT Ž 1V 168#6 T / 2.1; '' 5T6 V 14 T%15 .; #6#-0T6' -4216 06#. #0&T/ 2418' T 6' -4I1\$T2' 4(14/ #0%T

@GT Ž 1T2418-& T0(14/ #610T10T6' T54 0) 6 5#0&T9' #- 0' 55 5T1 (T0&-8-&7#. T / 2.1; '' 5T9 -6 T6' T274215 T1(T2418-&-0) #55-56#0% T6 417) * T6' T & 8' .12/ ' 06T (T0S 48-% #0&T1\$T72) 4#&-0) T241) 4#/ 5T51 #5T6 T 564 0) 6' 0T6' T0&-8-&7#. T0T' -5R' 4#4 #T1(T0' &T

@G= Ž 1T2418-& #T8#4 6 T1(T0(14/ #610T(14T6' T274215 T1(V #- -0) T9 -5 T #&/ -0-56#68' T6' %5+105T9 -6 T4 52' %6T6 T6' T6 6. T56#(H) 41725T1(T / 2.1; '' 5T#0&T6' T0&-8-&7#. T / 2.1; '' T

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AG With respect to corresponding levels of responsibility for the appraisal program:

AGT Ž *' Teacher's responsibility T0&' 4T6' #224#-5#. T241) 4#/ T5#5(1..19 5T

XXXXXXXXXX AGG Ž 1V '' 66' T4 37-4 / ' 06T1(T6' V -0-564 T1(T &7%#610H9 *' 4 T1 XXXXXXXXXXXXXXX#22. #%\$. T6 T(7. (+. T6' T21. #% 5#0&T5#0&5T 56#\$. -5* &T\$; T1 XXXXXXXXXXXXXXXT6' T it' ! T

XXXXXXXXXX AGG TŽ 1T27457' T0(14/ #. V ' #05T1(T5 .(S#224#-5#. T

XXXXXXXXXX AGG TŽ 1T#%68' .; T2#46%2#6 T0T(14/ #. T 8#. 7#6105T9 *' 0T0-6#6 &T1 XXXXXXXXXXXXXXX\$; T6' T140%2#. 5T1 ((-% T1 4\$; T6' T 72' 406 0&' 06

AGT PRINCIPALS

T T T' %1) 0<- &T\$; T6' T 1#4&T1(T -4 %1 45#5T6' T &7%#610#. T' #& 45T 9 -6 -0T6' -44 52' %68' T3% 11. 5T The Principals' responsibility under the appraisal program #4 #5(1..19 5T

AGGT Ž 1T52' 48-5 T6 15 #52' %5T9 * #% #4 T06 0&' &T6 T V #06#-0T

XXXXXXXXXXXXXXXXXXXX#0&T241/ 16 T6' T ((' %68' 0' 55T1(T6 #% -0) #0&T' #40-0) H\$; T1 XXXXXXXXXXXXXXX9 14 -0) T&-4 %; T9 -6 T6' T6 #%' 45T

AGGT Ž 1T 8#. 7#6 T6' T0567%610#. T241) 4#/ #0&T241% 55T0T1 4&' 4T

XXXXXXXXXXXXXXXXXXXXT

56/ 7.#6 T6' T/ 2418' / ' 06T (T2' 4(14/ #0% #0&T6' T37#. -6 T 1(T0567%610H

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241/ 16 P1/ / 709#610#0&P1 12' 4#68' T ((145\$ ' 69 ' ' OT
&#/ -0-564#610#0#% ' 45#0&T1 6' 42' 45105#081.8' &#T0# ' T
6 #9% -0) R' #40-0) T241% 55T
&' 6 4' -0' T52' %(-#706 4 55#0&P1 / 2' 6 0%# 519 * #% T : -55
#/ 10) T56#((V ' / \$' 45T
&' 6 4' -0' T9' #- 0' 55#0# #% -0) T6 % 0+37' 5#0&R1 4T
%#55411/ V #0#)' / ' 06(14#8' T274215 T1 (T2418-�) T
#55-56#0%# T
2' 46#-0-0) T1 T5 44175241\$.' / 5T
#55-56#0#&/ -0-564#68' T' %5105#0T4) #4&5#1T(767 4 T
56#((-0) H
#55-560' 9 T6 #9% ' 4556#460) T6' -4241 (' 55#10# T#4 ' 4T1 40' 9 T
61 T6' T5% 11. T5 660) H
8-5-6#0à#-5 T6 #9% ' 4511056#((T9 * 1T4 37' 56#0#224#-5# T
14T9 * 15 T6 #9% -0) T ((' %68' 0' 55#5#0#37' 5610T9 -6# T6' T
f140%2#. #0&T8-5-6#0à#-5 #.. T56#((V ' / \$' 45#0T
#981 4�% T9 -6# T21. #% #0&T4) 7. #6105T

T T AG@T Ž1T75 T6' #224#-5#. T(14' #5T 56\$\$. -5* ' &#; T' t T
T T AG@T Ž1T\$#5 T6' #224#-5#. T4 2146T10#V -0# 7/ T1(T0B-5-6T
AG@T Ž1T2418-&' #T8' 4#.#. T14T9 466 0T4 2146T9 -6# -0T10' T9' ' - T1(#T6 #9% ' 45T
T 8-56

T T AG@T Ž1T2418-&' T6' T6 #9% ' 4#T(-0# T9 466 0T4 2146T9 -6# -0T10' T 106# T1(T
T T T 6' T#56T 8#. 7#610T8-5-6

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TTTTTTA@T SUPERINTENDENT

T T Ž* T 72' 406 0& 06T4 52105\$+6 T70&' 4# ' #224#-5#. T241) 4#/ T5T
TTTTTTTTTTTTTTTTTTTT#5(1..19 5T

AG@T Ž* T 72' 406 0& 06T (T % 11.5T9 +. T 56\$\$. -5* #0&V # -06#-0T
TTTTTTTTTTTTTTTTTTTT#57-6\$\$. T241% & 74 5(14572' 48-50) T2' 4(14/ #0% T1 (T5% 11. T
TTTTTTTTTTTTTTTTTTTT#56#((V ' / \$' 45T

AG@T Ž* T 72' 406 0& 06/ #, T\$' T081.8' &#T0# ' T0(14' #. T
TTTTTTTTTTTTTTTTTTTT#224#-5#. T241% & 74 T\$769 +. T) ' 0' 4#.; T\$' T081.8' &#T0# ' T
TTTTTTTTTTTTTTTTTTTT(14/ #. T241% & 74 5T

AG@T Ž* T 72' 406 0& 06#0T\$' T4 37' 56 &#; T6' T140%2#. T14#T

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6 #%' 4B' T14) -# P1 / 2.' 6 & T 8#. 7#610T4 2146Z *' T6 #'% ' 4B' #.. 15) OT
 6' T4 2146Z(60) T6' ; T' #8' T4 #&T6' P10606T#O&T / #, T2418-& P1 / / ' 06T
 -(T1T& 5+ &G

BG Z *' T6 #'% ' 4P #5T6' T4) * 6T T#22' #. T#OT 8#. 7#610T4 2146T#%81 4�% T
 9 -6 T6' P744 06T 1.. '%6S' T) 4' / ' 06T4T it ! T21. #% H4) 7.#6105#O&T
 241%&74 5G

BG P12; T1 (#.. T 8#. 7#6105H5T5 06T1 T6' T 72' 406 0&' 06T (T % 11.5T

BG T4 P1 / / ' OɢT\$; T6' T 72' 406 0&' 06T1 4R& 5) 0#6 T6 #6T6 #'% ' 4B' T
 4 / 18' &T(41/ T241\$#610#O&T&' / ' &T6T\$ T2' 4/ #O' 06T / 2.1; '' T5 #.. T\$ T
 5722146 &T\$; #JT

BGG 4 57. 6T (#6' #56T5#65(#%61 4 T(14/ #. T 8#. 7#610T P1 / 2.' 6 & T\$; T6' T
 5% 11. T140%2#. T#O&T

BGG #T4 P1 / / ' OɢT(41/ T6' T140%2#. T6 #6T6' T6 #'% ' 4B' T4 / 18' &T
 (41/ T241\$#610#O&T) -8' OT02' 4/ #O' 06T5#6T5PT

BG= When a Principal has deemed as a result of an evaluation that a temporary teacher's performance is not satisfactory, the teacher will be given a formal written report stating the unsatisfactory rating and areas for improvement. As the contract is temporary, no further action is taken.

BG> " *' O#T140%2#. T' #5R&' / ' #T4 57. 6T (#OT 8#. 7#610T6 #6T
 241\$#610#4 T6 #'% ' 4T' 4(14/ #0% T50165#65(#%61 4 H6' T6 #'% ' 4T9 +. T\$' T
) -8' O#T(14/ #. T9 466 OT4 2146Z(60) T6' T705#65(#%61 4 T4#60) T#O&T#4 #5T1(T
 + 2418' / ' 06Z *' T140%2#. T9 +. T6' OT4 P1 / / ' O&#T5 P1 O&T241\$#610#4 T
 P1 O64#%6T1 4T6 4/ -O#610T1 (T6' T: -560) P1 O64#%6T1 (T6' T6 #'% ' 4T5) -8' O#T
 5 P1 O&T241\$#610#4 P1 O64#%6T6' T140%2#. T9 +. IT

BG>G -O(14/ T6' T6 #'% ' 4T1 (T6' T241 (5510#. T4 52105\$+6 T6 T5' - T
 + 2418' / ' 06

BG>G 1&' 06(#4 #KLT1 (T6 #'% ' 4B' 2' 4(14/ #0% T6 #6T 37+4 T/ 2418' / ' 06

BG>@ f1418-&' T#T6/ ' . -O T(14#% + 8-O) T#OT18' 4#.. T5#65(#%61 4 T' 8' . T1(T
 2' 4(14/ #0%

BG>A 10(14/ T6' T6 #'% ' 4B' #65 P1 O&T705#65(#%61 4 T4 2146Z +. T4 57. 6OT
 6 4/ -O#610

BG>B " *' 4 T#T140%2#. T' #5R&' / ' &T6 #6T#T1' 4/ #O' 06Z' #'% ' 4B'
 2' 4(14/ #0% T50165#65(#%61 4 H6' T6 #'% ' 4T9 +. T\$' T2. #% &T1OT
 4 8+ 9 Z *' T 72' 406 0&' 06T9 +. T016(T6' T6 #'% ' 4T0T9 460) T6 #6T(T

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6' T6 #%' 452' 4(14' #0% T4 / #05705#65(#%61 4 T#0&T70.' 55T
 #224124#6 T4/ 2418' / ' 06#57' #&' P#105&' 4#610T9 +. T\$' T) -8' 0T61T
 6 4/ -0#60) T6' T#106#%6G

BG>G Ž*' T6 #%' 4T9 +. T\$' T) -8' 0T#T' 66 4156#60) I

BG>GG 6' T52' %(#7) 1#. 5T61 T\$' T#%' + 8' &

BG>GG 6/ ' .-0' T61 T#%' + 8' T) 1#.5

BG>GG@ . 14T70+10T5% 11.5T#T016(#610T1 (T6' T6 #%' 45T4) * 661T
 %1057. 66' T † Ž

BG>GGA 6 #66' T 72' 406 0&' 06T (T % 11.5T9 +. T# 51 T\$' T#5- ' &T61T
 %1 / 2.' 6 T#T4 2146

BG>GT Ž*' T6 #%' 4T #5T6' T4) * 661 T#22' #. T0T#%81 4�% T9 -6 T6' T#744 06T 1..' %68' T
) 4' / ' 06#0&R1 4T it ° ! T21. %# T4) 7.#6105#0&T241% &74 5T

Reference:	Approved
	Date Approved: June 1994
Cross-reference:	Date(s) Revised: September 2003