

**POLICY STATEMENT**

**PERFORMANCE APPRAISAL OF NEW AND EXPERIENCED TEACHERS**

**Rationale**

The Algonquin and Lakeshore Catholic District School Board is committed to the professional growth of its teachers through recognition of professional achievement and positive contributions to the system. To assist new and experienced teachers in the successful achievement of their goals the Board is committed to the use of the “Teacher Performance Appraisal (2010)” issued by the Ministry of Education.

**Guiding Principles**

**Evaluation within the Board is based on the following assumptions:**

- Educators within the system are competent.
- Educators want to increase their professional effectiveness.
- Educators wish to be involved in a co-operative evaluation process.

The performance appraisal system for new and experienced teachers applies to members of teachers’ bargaining units as defined in Part X.2 of the Education Act and temporary teachers. It is not applicable to occasional teachers, continuing education teachers, supervisory officers, principals, vice-principals, or instructors in teacher-training institutions.

**References**

*The Education Act and Regulations*  
*Ontario College of Teachers Act, 1996*  
*Teacher Performance Appraisal – Technical Requirements Manual (2010)*  
*Inductions Elements Manual for the New Teacher Induction Program (2010)*

**Administrative Procedures**

Performance Appraisal of New and Experienced Teachers

Approved: October 9, 2018