



POLICY STATEMENT

PERFORMANCE APPRAISAL OF CUPE STAFF, SUPPORT STAFF AND SENIOR MANAGERS

Rationale

The Algonquin and Lakeshore Catholic District School Board is committed to the professional growth of all employees, recognizing that individual performance contributes to the overall performance of the Board, and its mission of building faith-filled learning communities where all can be successful. To assist employees in their professional growth and overall performance, the Board is committed to the performance management of CUPE Staff, Support Staff and Senior Managers, through performance appraisals.

Guiding Principles

Evaluation within the Board is based on the following assumptions:

- Employees within the system are competent.
- Employees understand the Board's core competencies.
- Employees recognize and value their professional growth and effectiveness.
- Employees will be involved in a co-operative evaluation process.

The performance appraisal system applies to members of CUPE bargaining units, the Support Staff Association and Senior Managers. It is not applicable to OECTA members, principals, vice-principals or supervisory officers.

References

The Algonquin and Lakeshore Catholic District School Board Mission, Vision and Values
Applicable Board Collective Agreements and Terms of Employment
The Education Act and Regulations
Applicable Professional Association or Professional Memberships

Administrative Procedures

Performance Appraisal of CUPE Staff, Support Staff and Senior Managers

Approved: June 14, 2022