



## **POLICY STATEMENT**

### **PERFORMANCE APPRAISAL OF NEW AND EXPERIENCED PRINCIPALS AND VICE-PRINCIPALS**

#### **Rationale**

The Algonquin and Lakeshore Catholic District School Board is committed to the professional growth of its Principals and Vice-Principals through recognition of professional achievement and positive contributions to the system. To assist new and experienced Principals and Vice-Principals in the successful achievement of their goals, the Board is committed to the use of the “Principal/Vice-Principal Performance Appraisal (2013)” issued by the Ministry of Education.

#### **Guiding Principles**

- all staff need to engage in continuous learning for continuous improvement in the delivery of effective Catholic education.
- that it has a moral obligation to create a working environment where employees can develop and grow in their professional capacity with the Board.
- that the provision of clear expectations through regular, timely and genuine feedback promotes high standards and supports all employees in performing their duties with excellence.
- that Annual Growth Plans and Performance Appraisals provide a forum for the contributions of Principals and Vice-Principals to the school and system to be acknowledged.

#### **References**

*The Education Act and Regulations*

*Ontario College of Teachers Act, 1996*

*Principal/Vice-Principal Performance Appraisal Technical Requirements Manual (2013)*

#### **Administrative Procedures**

Performance Appraisal of New and Experienced Principals and Vice-Principals

Approved: October 12, 2021