POLICY:	TEACHER PERFORMANCE APPRAISAL	#	803
SECTION:	800 : Personnel and Employee Matters	Page	1 of 2
APPROVAL/REVISION DATE:	November 26, 2024	EFFECTIVE DATE:	November 26, 2024
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CROSS REFERENCE:
- Education Act, Regulation 98/02 and Regulation 99/02, as amended
- Ontario College of Teachers Act, 1996
- Teacher Performance Appraisal – Technical Requirements Manual (2010)
- New Teacher Induction ProgramInduction Elements Manual (2021)

A: POLICY

1. 1.1 The Thunder Bay Catholic District School Board recognizes the importance of a system of performance appraisal to ensure the quality of education experienced by the students in its care and for the professional growth and assessment of its teaching staff.

1.2 It is the policy of the Board to provide its teachers with comprehensive professional performance appraisal which reflects the dignity of the human person and is marked by constructiveness, openness and honesty.

1.3 The purposes of the Board's Teacher Performance Appraisal policy are as follows:

1.3.1 To ensure that students of the Thunder Bay Catholic District School Board receive the benefit of a Catholic education system staffed by teachers who are performing their duties satisfactorily.

1.3.2 To improve the quality of education and student achievement.

1.3.3 To ensure that the Catholic School Graduate Expectations are reflected in both the content and delivery of curriculum in schools of the Thunder Bay Catholic District School Board.

1.3.4 To help guide decisions related to staffing.

1.3.5 To provide a mechanism to ensure regular administrative recognition of the work and efforts of its teaching staff.

1.3.6 To respect and protect the right of teachers to receive effective, consistent and professional performance appraisal of their services.

B: GUIDELINES

2. Principles

2.1 The Thunder Bay Catholic District School Board recognizes that actions and behaviour within our school communities should be in accordance with the Gospel values of Jesus Christ, the Board's Mission Statement, the Curriculum Expectations and the requirements set forth by the Education Act and the applicable Regulations.

2.2 The Board recognizes that competent, enthusiastic and cooperative teachers are essential in imparting a distinctive Catholic character to its schools and students.

2.3 The Board recognizes that teachers in Catholic schools must be provided with opportunities for professional and spiritual growth and development.

2.4 The Board recognizes that regular and cyclical appraisal of teacher performance contributes to both development of teachers and the effectiveness of their teaching practices and performance.

3. Application

3.1 This policy applies to every permanent teacher employed by the Thunder Bay Catholic District School Board. Exceptions to the above are as follows:

- Occasional teachers;
- Long-Term Occasional teachers; and
- Continuing Education teachers.

The teachers listed above will be evaluated through the New Teacher Induction Program (subsection 271(1) of the Education Act).

C: REQUIREMENTS

4. 4.1 Administrative procedures outlining the respective duties and timelines as they relate to experienced teacher performance appraisals will be based on the amended Education Act and amended Regulations 98/02 and 99/02.

4.2 Administrative procedures outlining the respective duties and timelines as they relate to new teacher performance appraisals will be based on Part X.0.1 of the Education Act (Student Performance 2006).