

<b>PERSONNEL &amp; EMPLOYEE RELATIONS</b>	<b>7000</b>
<b>TEACHER PERFORMANCE APPRAISAL POLICY</b>	<b>7011</b>

DRAFT- November 14, 2023

1. Rationale

The Ministry of Education has directed that school boards conduct teacher performance appraisals that are consistent with the Education Act as amended, Ontario Regulations 98/02, 99/02 and 266/06 as amended, the New Teacher Induction Program Induction Elements Manual 2010, the Performance Appraisal Technical Requirements Manual 2010, and the Ontario College of Teachers' Standards of Practice for the Teaching Profession.

2. Policy

2.1 It is the policy of Lakehead District School Board to:

- ensure all students receive the benefit of an educational system staffed by competent and effective teachers;
- provide fair, effective and consistent teacher evaluation in every school; and
- promote the professional growth of its teaching staff.

3. Guiding Principles

3.1 Lakehead District School Board supports the following guiding principles for the teacher performance appraisal process:

- 3.1.1 Teacher performance appraisals apply to members of the Elementary Teachers' Federation of Ontario (ETFO) and the Ontario Secondary Teachers' Federation (OSSTF), and teachers on a Letter of Permission;
- 3.1.2 Occasional or continuing education teachers, supervisory officers, principals, and vice principals are not evaluated by this process;
- 3.1.3 Teacher performance appraisal reflects the duties and expectations in accordance with the Education Act and with the regulations and guidelines of the Ministry of Education and of the Board;
- 3.1.4 Teachers determine their own professional growth recognizing expectations of the Ontario College of Teachers' Standards of Practice;
- 3.1.5 Teachers accept responsibility to develop their professional effectiveness;
- 3.1.6 The process provides opportunities for growth, continuous improvement, and concrete steps and support for improvement in areas of concern;

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3.1.7 Additional appraisals shall be conducted based upon issues of performance.

4. Review

This policy shall be reviewed according to Policy Development and Review Policy 2010.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
Procedures 7011	May 27, 2003	Quality in the Classroom Act 2001 (Part x.2)
	<u>Date Revised</u>	
	January 22, 2008	O. Reg. 98/02
	April 26, 2016	O. Reg. 99/02
		O. Reg. 266/06