

STAFF PERSONNEL



Island Catholic Schools

TEACHERS APPRAISAL PROGRAM

404

Rationale

Ž* T 1#&T(T -4 %6 45#5R' & #6 & T1 T6 ' T/ 2418' / ' 06T (T6 ' T6 #.T
6 #%-0) R' #40-0) T241% 55Tfi O' #52' %6T (T6 -5T6 #. T5 660) T5T6 ' R' 8' .12/ ' 06T (#T
5% 11. T1/ / 70-6 T9 * #6 T4 (. ' %6T 152' .T8#. 7' 5T0T 8' 4 #52' %6T (T6% 11.T-(H
9 -6 T2#46#7 .#4T4 (' 4 0% T6 T6 ' T/ 2418' / ' 06T (T6 ' T05647%610#. T241% 55T OT
' ((' %68' #224#-5#. T241) 4#/ T5#OT/ 214#06T05647/ ' 06T0#% + 8-0) T
√ 2418' / ' 06#0&T #06#-0-0) #T*) * T5#0&T (T6 #%-0) G
T

Policy

Ž* T 72' 406 0&' 069 +. T 0574 T6 #6#T241) 4#/ T1(T572' 48-510T1 (#.. T6 #%' 45T0T
6' T5#0&T #6' 1. #T % 11. 5T5P#44+ & T1 76Z* ' T 72' 406 0&' 069 +. T 56#\$.5* #0&T
/ #06#-0T57 -6\$.' T4) 7.#6105#0&T241% & 74 5T(14T6' #&' 37#6 T2' 41 & #7#224#-5#. T
1(T6' T2' 4(14/ #0% T1 (#.. T6 #%' 45#0&T #06#-0T57 -6\$.' T4 % 4&5T (T6' T(#%6#0&T
4 57.6T (T #%' #224#-5#. G

Regulation

>G The goal of the CISDV , with respect to the appraisal process, is as follows:
To promote, achieve, and maintain a high standard of instruction, consistent
with the purposes of Catholic education and schooling.

?G The aims of the CISDV , with respect to the appraisal process, are as follows:

- ?GT Ž1T1.. ' %68' .; T9 14 T6 9 #4&5#OT O* #0% & T6 #%-0) R' #40-0) T
TTTTTTTTTTTTTTTT 08-410/ ' 06T
- ?GT Ž1T4 %) 0<' T6 ' T9 146 #0&T8#. 7' T1 (T0&-8-&7#. T / 2.1; ' ' 5T
- ?@T Ž1T1/ / 70-#6 T2' 4(14/ #0% T: 2' %6105T6 T5#((T
- ?@T Ž1T 0574 T6 #65#((#55) 0/ ' 06#4 #224124#6 T
- ?@T Ž1T2418-&' T241(5510#. #55-56#0% T6 T5#((T

T

@G The purpose of the appraisal program is as follows:T

- @GT Ž1T/ 2418' T6 ' R' .8' 4 T1 (#.. T05647%610#. T6% 11. T5 48-# 5T
- @GT Ž1T/ 2418' T6 ' T05647%610T241) 4#/ T
- @@T Ž1T/ 2418' T6#5 T2' 4(14/ #0% T
- TTTTTTTT@@AT Ž1T5#4' OT / 2.1; ' ' 5T(14(764 T241/ 16105#0&R14) 4 #6 4,1\$T
4 52105\$+ -6' 5T
- @BT Ž1T&-((' 4 06#6 T5#((#55) 0/ ' 06T
- @CT Ž1T2418-&' #T\$#55T(14T6 074 T&' %5105T14T2' 4/ #0' 06#221-06/ ' 06T

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XXXXXXXXXX @GT Ž1T' 66' T / 2.1; '' F 019 T : #%; T9 * #45T : 2' % & T1 (T' v R' 4#0&T6' T &) 4' T61T9 * #% T6' T52' 48-514I('.5T' R5* T5V/ '' 60) T' -5R' 4I 4 52105\$+6' 5T

XXXXXXXXXX @GT Ž1V 168#6 T / 2.1; '' 5T61V 14 T%15 .; #66#-0T6' -4216 06#. #0&T/ 2418' T 6' -4I1\$T2' 4(14/ #0%T

@GT Ž1T2418-& T0(14/ #610T10T6' T564 0) 6 5#0&T9' #- 0' 55 5T1 (T0&-8-&7#. T / 2.1; '' 5T9 -6 T6' T274215 T1(T2418-&-0) #55-56#0% T6 417) * T6' T & ' 8' .12/ ' 06T1 (T0S5 48-% #0&T1\$T72) 4#&-0) T241) 4#/ 5T51 #5T61T 564 0) 6' 0T6' T0&-8-&7#. T0T' -5R' 4#4 #T1(T0' &T

@G= Ž1T2418-& #T8#4+ 6 T1(T0(14/ #610T(14T6' T274215 T1(V #- -0) T9 -5 T #&/ -0-56#68' T6' %5+105T9 -6 T4 52' %661T6' T61 6. T56#(H) 41725T1(T / 2.1; '' 5T#0&T6' T0&-8-&7#. T / 2.1; '' T

T

AG With respect to corresponding levels of responsibility for the appraisal program:

AGT Ž*' Teacher's responsibility T0&' 4T6' #224#-5#. T241) 4#/ T5#5(1..19 5T

XXXXXXXXXX AGG Ž1V ' ' 66' T4 37-4 / ' 065T1(T6' V -0-564 T1(T &7%#610HT9 *' 4 T1 TXXXXXXXXXXXXXXXXXXXX#22. #%\$. T61T(7. (+. T6' T21. #% 5#0&T56#0&5T 56#\$. -5* ' &T\$; T1 TXXXXXXXXXXXXXXXXXXXXT6' T it' ! T

XXXXXXXXXX AGGT Ž1T27457' T0(14/ #. V ' #05T1(T5 .(S#224#-5#. T

XXXXXXXXXX AGGT Ž1T#%68' .; T2#46%2#6 T0T(14/ #. T 8#. 7#6105T9 *' 0T0-6#6 &T1 TXXXXXXXXXXXXXXXXXXXX\$; T6' T140%2#. 5T1((-% T14\$; T6' T 72' 406 0&' 06

AGT PRINCIPALS

T T T' %1) 0<- &T\$; T6' T 1#4&T1(T -4 %61 45#5T6' T &7%#610#. T' #&' 45T 9 -6 -0T6' -4I4 52' %68' T5% 11.5T The Principals' responsibility under the appraisal program #4 #5(1..19 5T

AGGT Ž1T52' 48-5 T6 15 #52' %5T9 * #% #4 T06 0&' &T61V #06#-0T

XXXXXXXXXXXXXXXXXXXX#0&T241/ 16 T6' T ((' %68' 0' 55T1(T6 #% -0) #0&T' #40-0) H\$; T1 TXXXXXXXXXXXXXXXXXXXX9 14 -0) T&-4 %; T9 -6 T6' T6 #%' 45T

AGGT Ž1T 8#. 7#6 T6' T0567%610#. T241) 4#/ #0&T241% 55T0T1 4&' 4T

XXXXXXXXXXXXXXXXXXXXT

56/ 7.#6 T6' T/ 2418' / ' 06T1(T2' 4(14/ #0% #0&T6' T37#. -6 T 1(T0567%610HT

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- 6 #%' 4B' T14) -O# P1 / 2.' 6 & T 8#. 7#610T4 2146Z* ' T6 #%' 4B' #.. 15) OT
 6' T4 21465660) T6' ; T* #8' T4 #&T6' P10606T#O&T/ #, T2418-& P1 / / ' 06T
 -(T51T& 5+4 &G
- BG Z* ' T6 #%' 4P #5T6' T4) * 66 T#22' #. #OT 8#. 7#610T4 2146T#%81 4�% T
 9 -6 T6' P744 06T 1.. '%68' T) 4' / ' 06T4T it ! T21. #% H4) 7.#6105#O&T
 241%&74 5G
- BG P12; T1 (#.. T 8#. 7#6105H5T5 066T T6' T 72' 406 0&' 06T (T % 11.5T
- BG T4 P1 / / ' 0ɢT\$; T6' T 72' 406 0&' 06T4T& 5) 0#6 T6 #6#T6 #%' 4T\$ T
 4 / 18' &(41/ T241\$#610#O&T&' / ' &T6T\$ T2' 4/ #O' 06T / 2.1; '' T5 #.. T\$ T
 5722146 &T\$; #JT
- BGG 4 57. 6T (#6' #56T5#65(#%61 4 T(14/ #. T 8#. 7#610T P1 / 2.' 6 & T\$; T6' T
 5% 11. T140%2#. H#O&T
- BGG #T4 P1 / / ' 0ɢT(41/ T6' T140%2#. T6 #66' T6 #%' 4T\$ T4 / 18' &T
 (41/ T241\$#610#O&T) -8' OT02' 4/ #O' 06T5#6T5PT
- BG= When a Principal has deemed as a result of an evaluation that a
 temporary teacher's performance is not satisfactory, the teacher will be
 given a formal written report stating the unsatisfactory rating and areas
 for improvement. As the contract is temporary, no further action is
 taken.
- BG> " *' 0#T140%2#. T* #5T&' / ' #T4 57. 6T (#OT 8#. 7#610T6 #6#T
 241\$#610#4 T6 #%' 4T2' 4(14/ #0% T50165#65(#%61 4 H6' T6 #%' 4T9 +. T\$ T
) -8' 0#T(14/ #. T9 466 0T4 21465660) T6' T705#65(#%61 4 T4#60) #O #5T1(T
 + 2418' / ' 06Z* ' T140%2#. T9 +. T6' 0T4 P1 / / ' 0&#T5 P1 0&T241\$#610#4 T
 P1 064#%6T4T6 4/ -O#610T1 (T6' T: -560) P1 064#%6T1 (T6' T6 #%' 4T5) -8' 0#T
 5 P1 0&T241\$#610#4 P1 064#%6T6' T140%2#. T9 +. IT
- BG>G -O(14/ T6' T6 #%' 4T1 (T6' T241 (5510#. T4 52105\$+6 T6T5' - T
 + 2418' / ' 06
- BG>G 1&' 06(#4 #KLT1 (T6 #%' 4N2' 4(14/ #0% T6 #6T4 37+4 T/ 2418' / ' 06
- BG>@ f1418-&' #T6/ ' . -O T(14#% + 8-O) #OT18' 4#.. T5#65(#%61 4 T' 8' . T1(T
 2' 4(14/ #0%
- BG>A 10(14/ T6' T6 #%' 4T6 #65 P1 0&T705#65(#%61 4 T4 21469 +. T4 57. 6OT
 6 4/ -O#610
- BG>B " *' 4 #T140%2#. T* #5T&' / ' &T6 #6#T1' 4/ #O' 06Z' #%' 4N1
 2' 4(14/ #0% T50165#65(#%61 4 H6' T6 #%' 4T9 +. T\$ T2. #% &T1OT
 4 8+ 9 Z* ' T 72' 406 0&' 069 +. T016(T6' T6 #%' 4T0T9 460) T6 #6T(T

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6' T6 #%' 452' 4(14' #0% T4 / #05705#65(#%61 4 #0&T70.' 55T
#224124#6 T4/ 2418' / ' 06#57' #&' #105&' 4#610T9 +. T\$' T) -8' 0T6T
6 4/ -0#60) T6' T106#%6G

BG>G Ž*' T6 #%' 4T9 +. T\$' T) -8' 0#T' 66 4156#60) I

BG>GG 6' T52' %(#7) 1#. 5T6T\$' #%' + 8' &

BG>GG 6/ ' .-0' T61 #%' + 8' T) 1#.5

BG>GG@ . 14T70+10T5% 11.5#T016(#610T1 (T6' T6 #%' 45T4) * 66T
%1057. 66' T † Ž

BG>GA 6 #66' T 72' 406 0&' 06T (T % 11.5T9 +. #. 51T\$' #5- ' &T6T
%/ 2.' 6 #T4 2146

BG>GT Ž*' T6 #%' 4# #5T6' T4) * 66T #22' #. T0T#%1 4�% T9 -6 T6' T7 44 06T 1.. '%8' T
) 4' / ' 06#0&R1 4T it ° ! T21. % #T4) 7.#6105#0&T241% &74 5T

Reference:	Approved
	Date Approved: June 1994
Cross-reference:	Date(s) Revised: September 2003