



POLICY 089.HR**TITLE: PERFORMANCE APPRAISAL AND SUPERVISION FOR PROFESSIONAL GROWTH OF TEACHERS****Date issued: November 1999****Revised:****Authorization: Board: 13 September 1999**

1.0 OBJECTIVE

To provide teachers with a process for performance appraisal and supervision for professional growth, based on specific requirements and within the context of the Board's Policy P.048.GOV: Board Guiding Principles.

2.0 POLICY

- 2.1 The Board values the input of Board staff, parents and students in the professional growth of teachers.
- 2.2 The Board supports supervision for professional growth for teachers in accordance with the following objectives:
 - a) to ensure that Ottawa-Carleton District School Board students receive an education of the highest quality;
 - b) to create a shared understanding of the Board's standards of high quality teaching which are based on the College of Teachers' Standards of Practice;
 - c) to provide teachers with an opportunity to reflect on high quality teaching and to provide teachers with meaningful feedback while generating professional dialogue;
 - d) to promote continuous professional growth;
 - e) to provide a cumulative record of performance; and
 - f) to provide a process for assistance and decision-making for those whose performance is not satisfactory.
- 2.3 The supervision for professional growth process shall focus primarily on growth and development, to assist teachers to become increasingly effective in their various roles.

Both summative and formative elements may be incorporated into the appraisal process; however, the emphasis will be on developmental activities.

- 2.4 Performance and effectiveness shall be assessed within the scope of the teacher's area or areas of responsibility and individual performance objectives, within the context of the Board's Guiding Principles and school/department goals and objectives.
- 2.5 The supervision for professional growth process will be carried out on a regular basis, according to established cycles.
- 2.6 The Director of Education is authorized to issue such procedures as may be required to implement this policy.

3.0 REFERENCE DOCUMENTS

The Education Act, 1998, ss. 8 (1), 265, 286 and Ontario Regulation 298
Ontario College of Teachers *Ethical Standards, Professional Learning Framework, and Standards of Practice for the Teaching Profession*, 1999
OCDSB Supervision for Professional Growth for Teachers Handbook
Board Policy P.048.GOV: Board Guiding Principles
Board Procedure PR.602.HR: Performance Appraisal and Supervision for Professional Growth of Teachers