

Policy Statement

It is the policy of the Keewatin-Patricia District School Board to conduct performance appraisals with all permanent employees of the Board.

Rationale

Regularly scheduled and effectively conducted performance appraisals will result in increased employee effectiveness and job satisfaction, which will most often translate into more effective service delivery for students.

Guidelines

1. The Human Resources Manager will work jointly with union representatives/groups of representatives to develop a Performance Appraisal Procedure for all staff groups.
2. The Human Resources Manager or designate will establish schedule of Performance Appraisals for all staff (in accordance with the jointly established Performance Appraisal Procedure) and will share this report, on an annual basis, with the appropriate Principals and Supervisors.
3. Human Resources staff will ensure that performance appraisals for all groups/individual staff are tracked and documented. The reports will:
 - a) Identify staff and/or groups of staff who will participate in a performance appraisal for the coming school year.
 - b) Indicate the number of performance appraisals that were conducted in the previous school year by staff positions.
4. Performance appraisals should be an opportunity to improve employee effectiveness and recognize good job performance.
5. The following groups will be identified in comprehensive performance appraisal instruments:
 - a) Director of Education
 - b) Superintendents of Education
 - c) Superintendent of Business

- d) Managers
 - e) Office/Clerical/Library Staff
 - f) Education Assistants
 - g) Administrative Management Staff
 - h) Administrative Support Staff
 - i) School Support Staff
 - j) Maintenance and Custodial Staff
6. Teacher Performance Appraisals will be conducted in accordance with the Education Act and its accompanying Regulations.
7. Principal and Vice Principal Appraisals will be conducted in accordance with the Education Act and its accompanying Regulations.
8. Performance Appraisal instruments will address the following topics:
- a) basic principles of performance appraisal;
 - b) target dates for appraisal process;
 - c) records;
 - d) appraisers;
 - e) position responsibilities;
 - f) skills;
 - g) conferencing;
 - h) process for the written report;
 - i) under review procedure.
9. Failure to Meet Expectations While Under Review
- Upon completion of the Performance Appraisal Process and where an employee fails to meet the expectations outlined in a Plan for Improvement (Under Review Procedure per Guideline 8.i) above) a recommendation for termination will be submitted by the Principal/Supervisor to the Human Resources Manager. Under such circumstances, the following will apply:
- i) A meeting will be convened with the employee, their union representative (if applicable), the Principal/Supervisor and the Human Resources Manager (and/or Superintendent);
 - ii) The purpose of the meeting will be to:



Policy Section: **Personnel/Employee Matters**

700

Policy Name: Employee Performance Appraisal

702

- a) Advise the employee that their continued employment is in jeopardy and;
 - b) To identify the specific areas requiring improvement and,
 - c) To mutually determine if additional supports (training, time or resources) may assist the employee or if all possible avenues have been exhausted.
- iii) Within five (5) working days of the above meeting, the employee will be provided with written correspondence summarizing the content of the meeting and advising of the employer's recommendation (i.e. termination or a Last Chance Improvement Plan which would be outlined in the same correspondence).
- iv) Where the employee meets the expectations outlined in a Last Chance Improvement Plan, this process will be deemed to have ended and the employee will be placed back in the performance appraisal schedule.
- v) Where termination is the selected course of action, the employee will be advised verbally via their union representative (where applicable). Such information shall also be confirmed, in writing, including the reasons for termination, directly to the employee.

Cross Reference
Policy 704, Non-Union Staff Terms and Conditions of Employment
OSSTF Office Clerical Library Collective Agreement
CUPE Collective Agreement
OSSTF Education Assistants Collective Agreement

Date Approved: October 12, 1999
Date Reviewed: June 11/02;
Sept 1/05; June 8/10; Jan 14/14;
April 24/18

Review by: 2022