



POLICY:	H: 01
EFFECTIVE:	June 23, 2008
AMENDED:	
RELATED POLICIES:	See references 6.0
REPEALS:	H:01 Principal Supervision and Evaluation, H: 16 Teacher Performance Appraisal Process
REVIEW DATE:	2010-2011

## 1.0 Objective

- 1.1 The Board shall adopt performance management processes that acknowledge achievement and allow for continuous improvement of all Board employees.

## 2.0 Guiding Principles

- 2.1 A Performance Management process is designed to recognize achievements and celebrate successes. It focuses on growth and inspires individuals to achieve goals. A Performance Management process promotes excellence and increases self-concept, recognizes staff as lifelong learners, promotes skill development and assists staff to enhance themselves personally and professionally.
- 2.2 The Windsor Essex Catholic District School Board believes that regularly scheduled performance appraisals provide opportunities for employees to be recognized for achievements, enable growth and development, and inspire employees to remain focused on the mission, goals and priorities of the Board.

## 3.0 Specific Directives

- 3.1 Administration shall develop performance management processes for each employee group to fulfill the objective of this policy.
- 3.2 Performance appraisals shall be conducted pursuant to applicable provisions of the Education Act and its regulations.

## 4.0 Responsibility

- 4.1 The Director of Education is responsible for the implementation of a performance management process for superintendents and for delegating responsibility for the implementation of processes for other employee groups to the appropriate superintendent.

## 5.0 Review and Evaluation

- 5.1 The policy shall be reviewed during the 2010-2011-policy review cycle.

## **6.0 References**

Board Policy H: 20 Performance Management – Director of Education  
Board Procedure Pr H: 01A Performance Management for Superintendents  
Board Procedure Pr H: 01B Performance Management for Principals and Vice-Principals  
Board Procedure Pr H: 01C Performance Management Processes for Teachers  
Board Procedure Pr H: 01D Performance Management for Union Staff  
Board Procedure Pr H: 01E Performance Management for Non-Union Staff