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| PROCEDURE: | Pr H: 01A |
| EFFECTIVE: | June 23, 2007 |
| AMENDED: | |
| RELATED POLICIES: | H: 01 |
| REPEALS: | |
| REVIEW DATE: | 2010-2011 |

1.0 Objective

1.1 The objectives of performance management for superintendents are:

- to ensure that the mission of the Board is realized.
- to align the actions of superintendents to the mission, purpose, priorities and goals of the school system.
- to generate a conscious focus on planned achievement.
- to maintain and build a high level of Catholic leadership.
- to accumulate a professional record of individual and team accomplishments.
- to recognize the contributions of superintendents and to celebrate personal and team accomplishments.
- to ensure that the skills and knowledge of superintendents are appropriately utilized in the development of a productive organization.
- to provide clear expectations and concrete feedback on performance.
- to foster effective, planned communication between superintendents and the Director.
- to identify and fulfill training and development needs.

2.0 Performance Management Process

- 2.1 To achieve these objectives, the Board shall follow the processes detailed in the Board document, “The Windsor-Essex Catholic District School Board Performance Management for Superintendents”.
- 2.2 The Director, in consultation with the superintendents, shall continue to review and amend, as required, the performance management processes detailed within the document, “The Windsor-Essex Catholic District School Board Performance Management for Superintendent, to ensure that the best means and measurement methods available are utilized.

3.0 References

Education Act, section 286, Duties of Supervisory Officers
 Board Policy H: 01 Staff Performance Appraisals
 The Windsor-Essex Catholic District School Board Performance Management for Superintendents.