

Policy Title	Performance Appraisal		
Date of Issue	September 18, 2001	Related Procedure	AP 7150-D; AP 7151-D; AP 7152-D
Revision Dates	February 21, 2012 (rev. Rationale-Strategic Plan); February 21, 2017	Related Forms	
Review Date	February 1, 2022	Originator	Board of Trustees
References			
Professional Growth Frameworks for Teachers; Educational Assistants; and Office Professionals/Technical; Education Act; Bill 101 <i>Student Protection Act</i> ; Regulation 98/02 <i>Teacher Learning Plans</i> ; Regulation 99/02 <i>Teacher Performance Appraisal</i> ; <i>Municipal Freedom of Information and Protection of Privacy Act</i>			

1.0 RATIONALE

- 1.1 Bluewater District School Board policies will support and provide direction necessary to achieve the board's Vision, Mission and Strategic Plan priorities.
- 1.2 Bluewater District School Board recognizes that an effective performance appraisal system will provide professional growth opportunities.

2.0 POLICY

- 2.1 It is the policy of Bluewater District School Board to incorporate the use of consistent performance appraisal practices for all staff members that acknowledge excellent practice, provide opportunities for professional growth and continuous improvement, evaluate performance and offer positive, concrete steps for improvement in areas of concern.
- 2.2 This policy will be implemented in accordance with performance appraisal procedures/guidelines/regulations (as appropriate), and also the Municipal Freedom of Information and Protection of Privacy Act.
- 2.3 This policy will be consistent with the requirements of relevant legislation and regulations, collective agreements and general conditions of employment.