

Policy Manual – Human Resources

H.T.22 Principal/Vice-Principal Performance Appraisal

The mission of Catholic Education in Hamilton-Wentworth, in union with our Bishop, is to enable all learners to realize the fullness of humanity of which Our Lord Jesus Christ is the model.

POLICY STATEMENT

The Hamilton-Wentworth Catholic District School Board is committed to supporting faith-filled and highly qualified Catholic leaders. The Principal/Vice-Principal Performance Appraisal is one form of such support.

Purpose

1. School principals/vice-principals in the employment of the Hamilton-Wentworth Catholic District School Board shall be subject to a process of principal/vice-principal performance appraisal by the principal's Superintendent of Education and the principal of the school respectively.
2. The best means and measurement methods available in the management of school personnel shall be obtained and utilized for the performance appraisals of principals/vice-principals employed by the Board.
3. The annual growth plan shall address yearly goals. The foundation of goals should be derived from the Leadership Framework for Catholic Principals and Vice-Principals.
4. The Principals/Vice-Principals performance appraisal must be conducted on a 5-year cycle.

Responsibility

Superintendent of Education
Principals

Regulations

The Education Act Part XI.1 Performance Appraisal of Principals, Vice-Principals and Supervisory Officers

The Education Act – s.265, Duties of Principals

Ontario Regulation 298, s.11, Duties of Principals

Ontario Regulation 234/10, The Principal/Vice-Principal Performance Appraisal [PPA]

As stated in the Ontario Leadership Strategy: Technical Requirement Manual "Principal/Vice-Principal Performance Appraisal (2010).

Policy Review Date

BM Original Policy Approved 06 June 1995.

Revisions: 0 5 November 1996, 21 June 2011, 01 March 2016, 06 November 2019, 10 March 2023

To be reviewed every three years