



Section Two: School District Administration

“Together We Learn”

241R – DISTRICT-LEVEL SENIOR ADMINISTRATIVE STAFF: SECRETARY-TREASURER, DEPUTY SUPERINTENDENT, ASSISTANT SUPERINTENDENTS AND DIRECTORS: EVALUATION OF PERFORMANCE (REGULATIONS)

An evaluation of district-level senior administrative staff performance will be conducted yearly through the development of an annual growth plan or a comprehensive performance evaluation.

1. Criteria

The annual growth plan or the comprehensive performance evaluation should provide an assessment of the staff member's performance relative to his/her current job description. In addition, the annual growth plan and the comprehensive performance evaluation should include an assessment of the staff member's effectiveness in addressing the goals outlined in the previous plan or evaluation (if any).

2. Information Collection

Information used in the annual growth plan or comprehensive performance evaluation should consist of legitimate evidence relative to the assigned job description. The evaluation process should provide ongoing, constructive communication between senior staff and the Superintendent or designate, ensuring a valid basis for the evaluation.

3. Annual Growth Plan

The Annual Growth Plan must:

- 3.1 identify commendable work completed by the staff member;
- 3.2 include recommendations and/or directives for future growth; and
- 3.3 include a sign off by the evaluator and the staff member.

4. Comprehensive Performance Evaluation

The comprehensive performance evaluation must:

- 4.1 contain an evaluation of the quality of work completed;
- 4.2 identify commendable work completed by the staff member;
- 4.3 identify goals which will include:



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- clear directives for changes or improvements which are to be made within a prescribed time period;
 - recommendations or directives regarding professional training to be completed within a prescribed time period; and
 - areas in which additional work is suggested or directed in order to respond to new role assignments, changing environmental factors, Ministry directives, and District Goals and Focus.
- 4.4 include a statement summarizing overall performance. The evaluative statement on all performance appraisals will read as follows:

"This performance appraisal is made in compliance with Board of Education policy. In my opinion, at this time the overall performance of (name) in his/her present role as _____ is _____* _____."

* Satisfactory or Unsatisfactory

- 4.5 include a sign off by the evaluator and the staff member.