



ADMINISTRATIVE PROCEDURE PERSONNEL	
Effective:	October 15, 2014
Last Revised:	

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PERFORMANCE APPRAISAL: TEACHERS

1. PURPOSE

Rainbow District School Board recognizes its responsibility to promote student achievement and well-being. The board also recognizes that competent, effective teaching supports students in receiving the full benefit of the educational system.

The board upholds and supports the responsibilities of the supervisory officer and principal for teacher performance appraisal, and believes that the performance appraisal system should foster collaboration and build relationships between teachers and administrators.

2. PROCEDURES

Teacher Performance Appraisal

Teachers will be supervised according to legislation and procedures outlined in:

- Performance Appraisal of Experienced Teachers;
- Technical Requirements Manual;
- New Teacher Induction Program;
- Manual for Performance Appraisal of New Teachers.

Legal References:

Education Act, Part X.0.1 New Teacher Induction

Education Act Part X.2 Teacher Performance Appraisal

Education Act, Section 264 Duties of Teacher

Education Act, Section 286 Duties of Supervisory Officers

Municipal Freedom of Information and Protection of Privacy Act

Ontario Regulation 98/02 Teacher Learning Plans

Ontario Regulation 99/02 Teacher Performance Appraisal

Ontario Regulation 298 Section 11(3) Duties of Principals: Performance Appraisal

Ontario Regulation 298 Section 20 Duties of Teachers: Effective Instruction

Ontario Ministry of Education. (2010). *Teacher Performance Appraisal: Technical Requirements Manual*. http://www.edu.gov.on.ca/eng/teacher/pdfs/tpa_manual_english_september2010I.pdf

Board References:

Board Policy GOV-01 Mission, Vision, and Values

Board Policy GOV-03 Role of the Corporate Board

Board Policy GOV-06 Role of the Director of Education

Administrative Procedure Privacy and Distribution of Personal Information

October 16, 2014