

Supervisory Officer: Performance Appraisal Report

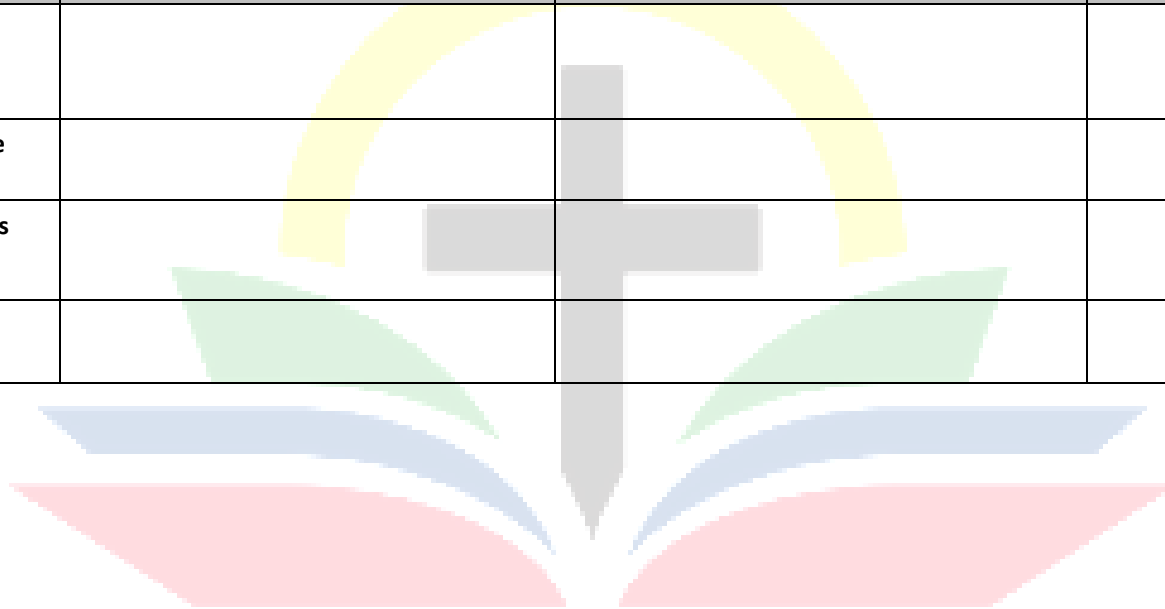
Employee's Name:	School Board Name:
Position Title:	
Appraiser's Name:	Review Period: _____ To _____
Appraiser's Title:	Mid-term Review Date: _____ Final Meeting Date: _____

Key Drivers	Resources
<p>Ministry Priorities</p> <ul style="list-style-type: none"> High levels of student achievement Reduced gaps in student achievement Increased confidence in public education <p>Board Multi-Year Strategic Plan</p> <p>Board Improvement Plan for Student Achievement</p> <p>Senior Management Team Commitments</p> <p>Supervisory Officer's Portfolio Commitments</p>	<ul style="list-style-type: none"> Ontario Leadership Framework District Effectiveness Framework Available at the IEL website Operational Review and Audits The road ahead – A report on continuous improvement in school board operations

Performance Plan

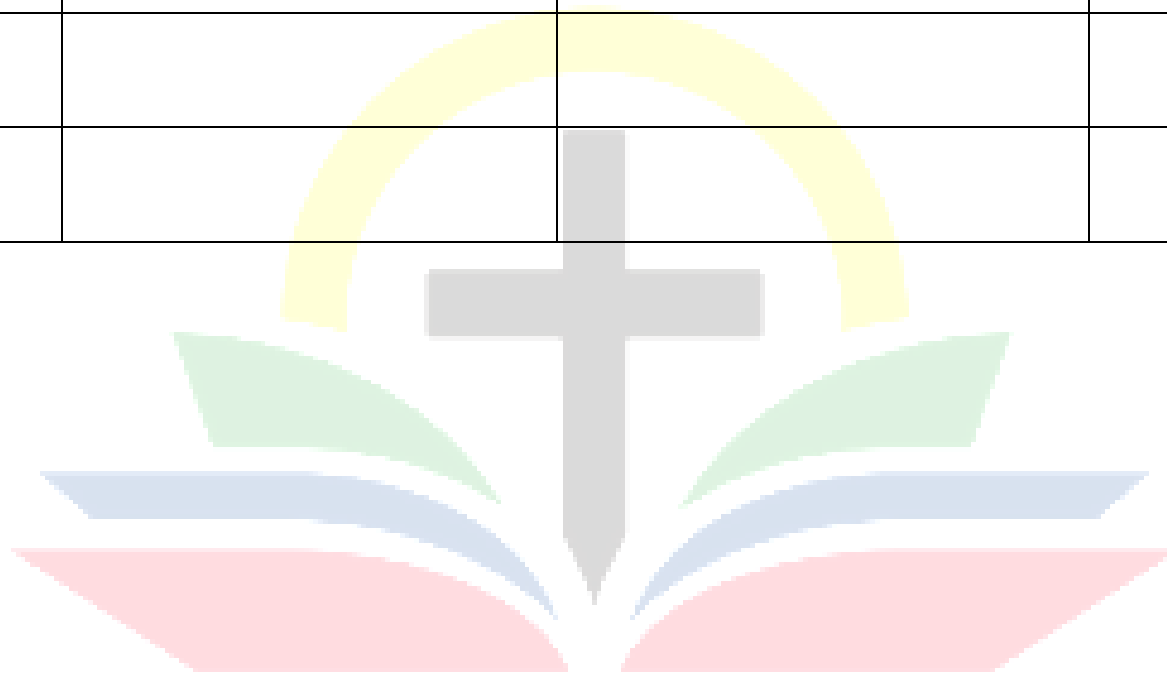
Strategic Direction: Success and Well-Being of our Students

Supervisory Officer's Goals (Select goals related to your area of responsibility that will contribute to increased student achievement and well-being).	Strategies (Specify approaches and actions that will assist you in achieving your goals. Use the leadership practices in the OLF (revised August 2013) as well as other resources.)	Indicators of Progress (Identify supporting materials or other observable evidence. How will you know if the strategies were successful?)	Results / Outcomes To be completed at the end of the appraisal process (Include actual #'s and %s where appropriate and other evidence related to indicators identified)
Relevant Education Focused on Local Culture			
Culture of Consistent Excellence			
Safe and Inclusive Environments			
Responding to Students			



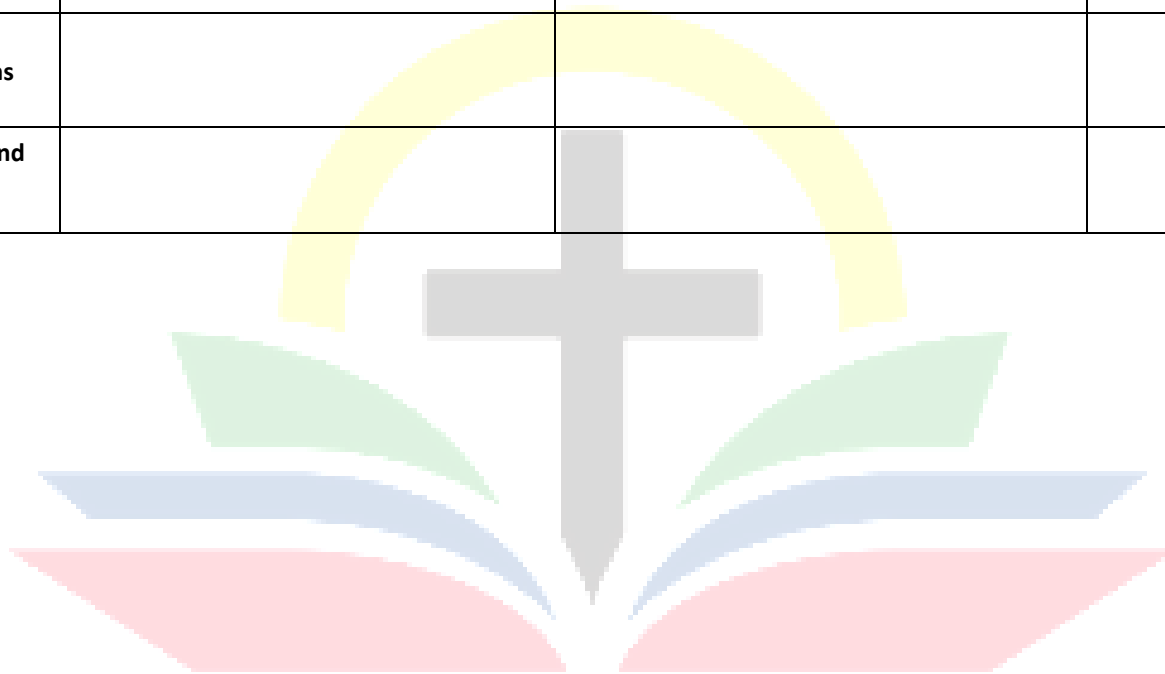
Strategic Direction: Nurturing of our Catholic Faith

Supervisory Officer's Goals (Select goals related to your area of responsibility that will contribute to increased student achievement and well-being).	Strategies (Specify approaches and actions that will assist you in achieving your goals. Use the leadership practices in the OLF (revised August 2013) as well as other resources.)	Indicators of Progress (Identify supporting materials or other observable evidence. How will you know if the strategies were successful?)	Results / Outcomes To be completed at the end of the appraisal process (Include actual #'s and %s where appropriate and other evidence related to indicators identified)
Vibrant Instruction and Resources			
Practice and Defense of our Catholic Faith			
Strengthened Connections Between Home, Church, and School			



Strategic Direction: Engagement with our Employees and Stakeholders

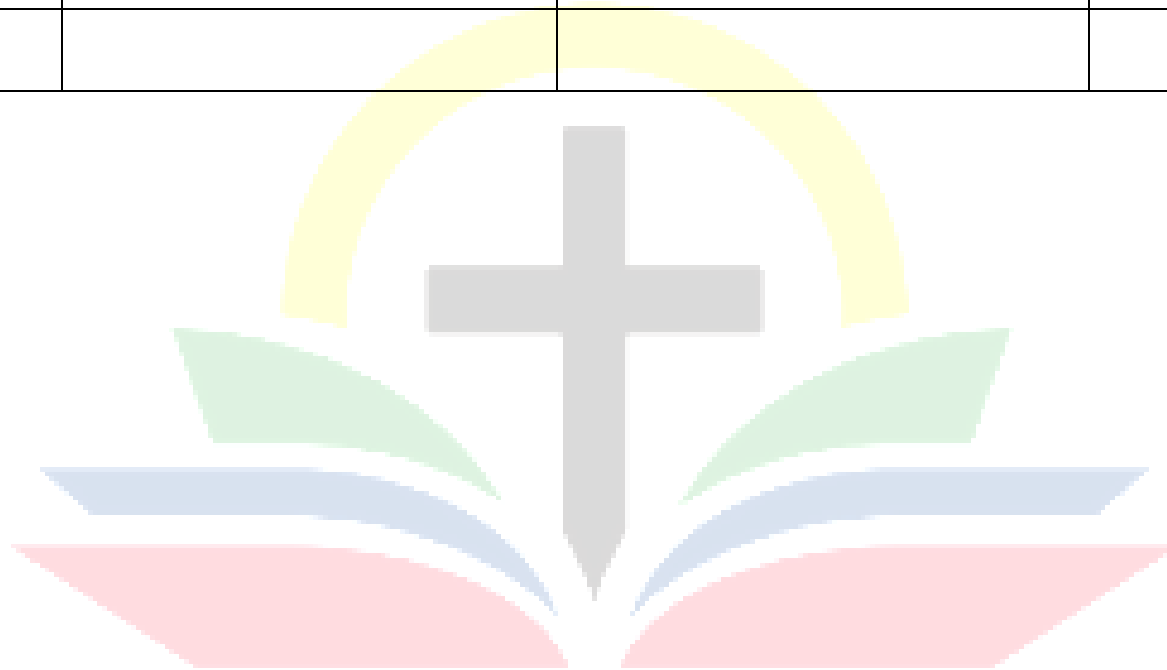
Supervisory Officer's Goals (Select goals related to your area of responsibility that will contribute to increased student achievement and well-being).	Strategies (Specify approaches and actions that will assist you in achieving your goals. Use the leadership practices in the OLF (revised August 2013) as well as other resources.)	Indicators of Progress (Identify supporting materials or other observable evidence. How will you know if the strategies were successful?)	Results / Outcomes To be completed at the end of the appraisal process (Include actual #'s and %s where appropriate and other evidence related to indicators identified)
Meaningful Dialogue and Learning			
Cultural Competency, Special Needs, and Diverse Populations			
Engaging Stakeholders' Gifts and Talents			





Strategic Direction: Equitable Stewardship of our Resources

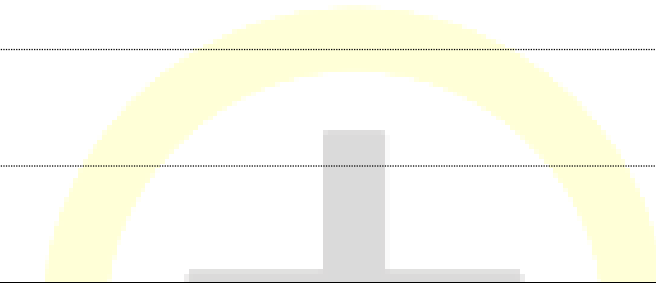
Supervisory Officer's Goals (Select goals related to your area of responsibility that will contribute to increased student achievement and well-being).	Strategies (Specify approaches and actions that will assist you in achieving your goals. Use the leadership practices in the OLF (revised August 2013) as well as other resources.)	Indicators of Progress (Identify supporting materials or other observable evidence. How will you know if the strategies were successful?)	Results / Outcomes To be completed at the end of the appraisal process (Include actual #'s and %s where appropriate and other evidence related to indicators identified)
Use of Resources			
Allocation of Resources			



Part 2: Development Activities

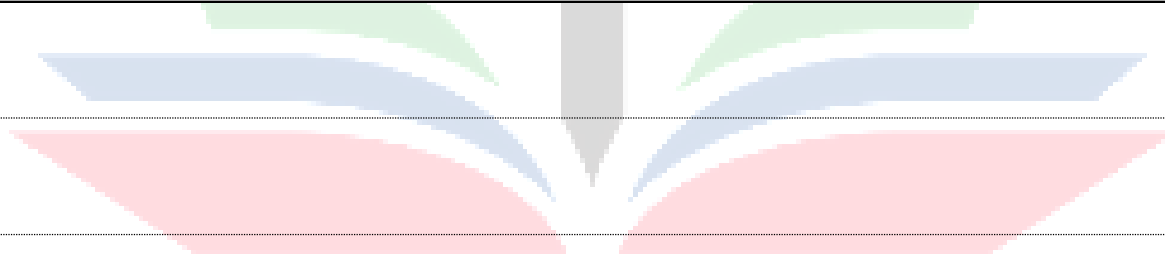
Key Development Activities To Achieve Performance Goals

Identify key developmental activities you will undertake to enhance your current capabilities or skills to deliver on your performance goals for student achievement and well-being.



Key Development Activities To Achieve Other Professional Goals

Identify key developmental activities you will undertake to enhance your current capabilities or skills to deliver on your professional goals. These activities may go beyond the goals identified in the current performance plan and take more than one year to complete.



Appraiser's Comments and Reflections for Next Cycle

The appraiser will comment on the supervisory officer's performance based on the results achieved (i.e. Part 1) and how the results were achieved.

Comments

Reflections (What's next?)

Supervisory Officer's Comments and Reflections for Next Cycle

Comments (Optional)

Reflections (What's next?)

Overall Rating

Please check:

- Satisfactory
- Conditional – requires improvement plan

2nd Performance Appraisal Rating Following On Review Process

- Please check:**
- Satisfactory
 - Unsatisfactory

Appraiser's Signature

Date

Supervisory Officer's Signature

Date