

## Appendix B: Supervisory Officer: Performance Improvement Plan

<b>Employee's Name:</b>	<b>School Board Name:</b>
<b>Position Title:</b>	
<b>Appraiser's Name:</b>	<b>Improvement Plan Meeting Date:</b>
<b>Appraiser's Title:</b>	

### Overall Areas of Concern

Criteria for Rating (per the criteria from the "Appraisal Rating" section of the pilot guideline)	Explanation of Concern	Areas from the Ontario Leadership Framework requiring attention	Steps to Be Taken (developed by appraiser in consultation with appraisee)	Indicators of Success (developed by appraiser in consultation with appraisee)	To Be Completed by
The extent to which the appraisee worked diligently and consistently towards the implementation of strategies identified in the Appraisal Report					



<b>Criteria for Rating</b> (per the criteria from the "Appraisal Rating" section of the pilot guideline)	<b>Explanation of Concern</b>	<b>Areas from the Ontario Leadership Framework requiring attention</b>	<b>Steps to Be Taken</b> (developed by appraiser in consultation with appraisee)	<b>Indicators of Success</b> (developed by appraiser in consultation with appraisee)	<b>To Be Completed by</b>
The extent to which the appraisee addressed challenges in carrying out the strategies identified in the Appraisal Report					
The extent to which the appraisee engaged others in the development of the goals and implementation of the strategies identified in the Appraisal Report					
The actual goals achieved or not achieved by the appraisee					
The rationale provided by the appraisee for goals not achieved					
The demonstrated ability and willingness of the appraisee to implement strategies to address the goals not achieved					

**Learning needs of appraisee, with respect to carrying out the Improvement Plan** (to be developed by appraiser, in consultation with appraisee)

<b>Need</b>	<b>Strategies and supports to be provided</b>
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Appraiser's Signature

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Date

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Supervisory Officer's Signature    Da





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