



Huron-Superior Catholic

DISTRICT SCHOOL BOARD

**POLICY TITLE: PRINCIPAL AND VICE-
PRINCIPAL PERFORMANCE
APPRAISAL**

Approved: April 20, 2011

Amended: September 12, 2018

Reviewed: March 30, 2023

POLICY NO: 6011

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POLICY

The Board recognizes that school Principals and Vice-Principals are key leaders of Catholic School Communities. They play a central, essential and influential role in the educational processes, well-being and faith development of students. Principal and Vice-Principal performance appraisal is therefore viewed as an important and necessary process to achieve the Board's shared vision and the goals of each Catholic School Community. The purpose of the performance appraisal process is to support the continuous improvement of school leadership thereby improving the learning environment, well-being and faith development for all students.

It is the policy of the Huron-Superior Catholic District School Board that all school administrators take part in performance appraisals and annual growth plans in order to foster their ongoing development as school leaders. These processes provide opportunities for Principals and Vice-Principals to have meaningful dialogue with their supervisors about their performance and about the supports and opportunities for professional development they require in achieving their growth goals. This process promotes schools that are led by highly qualified and capable professionals.

The Board recognizes the importance of the Ontario Leadership Framework (OLF) for Catholic Principals and Vice-Principals, which includes the Five Core Leadership Capacities (CLCs) and the Personal Leadership Resources (PLRs), critical areas of leadership required for sustained improvement in student achievement and well-being.

ADOPTED Regular Meeting – April 20, 2011
Motion B-48

AMENDED Regular Meeting – September 12, 2018
Motion B-286
