

# ALCDSB Principal and Vice-Principal Improvement Plan



Appraisee: \_\_\_\_\_ Position: P \_\_\_\_ VP \_\_\_\_ Name of School: \_\_\_\_\_ Appraisal Year: \_\_\_\_\_

Appraiser: \_\_\_\_\_ Position: SO \_\_\_\_ P \_\_\_\_

Vision	Mission	Our Values
We imagine a world where all are empowered to reach their full potential through faith and service.	The ALCDSB builds faith-filled learning communities where each member is loved, inspired, and successful.	<ul style="list-style-type: none"> <li>• Our Catholic faith and the joy that comes from living Christ-centered lives</li> <li>• Responsibility and Stewardship</li> <li>• Equity and Well-being</li> <li>• Individual Success and Accomplishment</li> </ul>

Element of Criteria for Rating
<p>For each criterion identified as a concern, please include:</p> <ul style="list-style-type: none"> <li>• An explanation of the concern.</li> <li>• The practices from the OLF and the Leadership Competencies that need attention.</li> <li>• The steps to be taken (developed by the appraiser in consultation with the appraisee).</li> <li>• The indicators of success (developed by the appraiser in consultation with the appraisee).</li> <li>• The timeline for completion.</li> </ul> <p>For any criterion where there are no concerns, simply indicate <i>not applicable</i>.</p>

***“Leadership is the exercise of influence on organizational members and diverse stakeholders toward the identification and achievement of the organization’s vision and goals.” Ontario Catholic Leadership Framework (2013)***

Appendix B

# ALCDSB Principal and Vice-Principal Improvement Plan



Appraisee: \_\_\_\_\_ Position: P \_\_\_\_ VP \_\_\_\_ Name of School: \_\_\_\_\_ Appraisal Year: \_\_\_\_\_

Appraiser: \_\_\_\_\_ Position: SO \_\_\_\_ P \_\_\_\_

*The extent to which the appraisee worked diligently and consistently towards the implementation of the actions identified in the Performance Plan.*

*The effectiveness of efforts made to overcome challenges faced by the appraisee in carrying out the actions identified in the Performance Plan.*

*The efforts made by the appraisee to engage teachers and others in the development of the goals and implementation of the actions identified in the Performance Plan.*

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Appraiser: \_\_\_\_\_ Position: SO \_\_\_\_ P \_\_\_\_

*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 actions to address the goals not achieved.*

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Appraiser: \_\_\_\_\_ Position: SO \_\_\_\_ P \_\_\_\_

<i>Learning needs of appraisee, with respect to carrying out the Improvement Plan (to be developed by appraiser, in consultation with appraisee).</i>
<b>Need(s):</b>
<b>Strategies and Supports to be provided:</b>

(Appraiser) Supervisory Officer's/ Principal's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(Appraisee) Principal/Vice-Principal's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*Principal's/Vice-Principal's signature indicates receipt of the Improvement Plan*

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