

Experienced Teachers in your appraisal year.
REMEMBER: an “unsatisfactory” summative ratings can lead to termination.

Parental and student input was gathered through a survey for use by the principal on the “old” Teacher Performance Appraisal. Will a parent or a student survey, be applied to the Performance Appraisal for Experienced Teachers?

No! There is no survey or direct input by parents or students in the Performance Appraisal for Experienced Teachers. Teachers are encouraged to gather parent and student input in developing, reviewing and updating their ALP each year.

Has the format, timelines and so on changed in the Performance Appraisal for Experienced Teachers as compared to the “old” Teacher Performance Appraisal?

The short answer is NO! There still must be: a pre-observation meeting, a classroom observation, a post-observation meeting and the completion of the Summative Report. The Annual Learning Plan still exists. The principal still has only 20 days from the beginning of the school year to notify a teacher that he/she is in their appraisal year. The principal must provide the teacher his/her Summative Report within 20 days of the classroom observation. These are important timelines. For your own protection, if any of the timelines are not followed, inform your unit office immediately.

What are the new expectations related to the ALP that make up part of the Performance Appraisal for Experienced Teachers?

A teacher must have an ALP. This ALP is updated each year by the teacher and is reviewed with the principal to include the professional growth goals that reflect the most recent Performance Appraisal. The principal and the teacher must sign the ALP. Both the principal and the teacher must retain a copy of the ALP. The ALP will play a role in the pre-observation meeting for the Performance Appraisal for Experienced Teacher in the teacher’s appraisal year. **The ALP is teacher authored and directed** and is developed in a consultative and collaborative manner with the principal.

Where can I get a complete copy of the Performance Appraisal for Experienced Teachers?

Contact your unit office or go to the Ministry of Education’s website at www.edu.gov.on.ca

For unit contact information, visit www.oecta.on.ca/units/unitsindex.htm

I still have questions on the Performance Appraisal for Experienced Teachers, who should I contact?

1. Speak to your OECTA representative at your worksite.
2. Contact the OECTA Provincial Office at 416-925-2493 or 1-800-268-7230.
3. Call your local unit office

Prepared by OECTA and your local unit.

THE PERFORMANCE APPRAISAL FOR EXPERIENCED TEACHERS

Effective
April 1, 2007

ONTARIO ENGLISH
**Catholic
Teachers**
ASSOCIATION

What is the Performance Appraisal for Experienced Teachers?

The Ministry of Education has updated and changed the process for Teacher Performance Appraisal (TPA) that it created in 2002. The update and change has resulted in a revised process: *Performance Appraisal for Experienced Teachers*. The revised appraisal process remains similar to Teacher Performance Appraisal (TPA).

Why did the Ministry of Education create this particular appraisal system?

The ministry created this new appraisal system in order to emphasize the government's goals of teacher life long learning and professional development with a focus on the professional learning community. The expectations for experienced teachers are also intended to be consistent with those of new teachers.

When did the Performance Appraisal for Experienced Teachers come into effect?

The Ministry of Education gave discretion to school boards, to use the Performance Appraisal for Experienced Teachers process on April 1, 2007. All school boards are mandated to use the Performance Appraisal for Experienced Teachers starting on September 1, 2007.

Who is an Experienced Teacher?

A teacher as defined by the *Education Act* and who was employed by a board of education or a school authority in Ontario prior to the implementation of the New Teacher Induction Program 2005-06.

OR

An Experienced Teacher is: A teacher as defined by the *Education Act* and who is

employed by a board of education or a school authority in Ontario: who has completed the New Teacher Induction Program (NTIP) and received two satisfactory summative ratings under NTIP/TPA.

What are the differences between Performance Appraisal for Experienced Teachers and the Teacher Performance Appraisal process that was previously used?

The key changes to the Performance Appraisal for Experienced Teachers are as follows:

1. The appraisal for experienced teachers takes place only once in every five years.
2. The Summative Report Form has a two point rating scale.
3. The summative rating is either "satisfactory" or "unsatisfactory."
4. A teacher only participates in one appraisal per five-year cycle, if the summative rating is "satisfactory."
5. This process places a greater emphasis on a teacher's Annual Learning Plan (ALP).
6. The formal Parent and Student Surveys related to communications by teachers have been eliminated.
7. The format of the Summative Report Form has changed.

The Performance Appraisal for Experienced Teachers occurs on a five year cycle. What does this mean?

The Performance Appraisal for Experienced Teachers document states that there must be four non-evaluative years between each successful evaluation cycle. For example: if a Performance Appraisal took place in the 2006-07 school year, the next Performance Appraisal for Experienced Teachers would occur in the 2011-12 school year.

How many Performance Appraisals for Experienced Teachers will be scheduled in my appraisal year?

You will be scheduled for one performance appraisal. However, if you receive an "unsatisfactory" summative rating you will be required to undergo a second Performance Appraisal for Experienced Teachers during that year and you must participate in a principal developed Improvement Plan prior to the second Performance Appraisal for Experienced Teachers.

The Summative Report Form now has only a two point rating scale, "satisfactory" or "unsatisfactory." What does this mean to me?

It means that to be successful in your performance appraisal you must achieve a "satisfactory" rating. The "exemplary" and "good" ratings no longer exist. A performance appraisal rating of "unsatisfactory" will lead to a second appraisal within the cycle.

What if I receive a summative rating of "unsatisfactory" on my Performance Appraisal for Experienced Teachers. What should I do?

This is a serious matter. Immediately contact your unit office and take direction from them. The principal has 15 days from the date of your classroom observation to inform you of the "unsatisfactory" rating. The principal must develop an Improvement Plan for you, with your input. The Improvement Plan should be designed to assist you in earning a "satisfactory" rating on your second Performance Appraisal for