



PROFESSIONAL STUDENT SERVICES PERSONNEL PERFORMANCE APPRAISAL

1.0 Rationale

Performance Appraisal is an ongoing, constructive, cooperative process which helps the staff of District School Board Ontario North East to foster an attitude leading to lifelong learning and professional growth, instructional excellence, and job satisfaction. This in turn enhances learning for students.

2.0 Definitions

Professional Student Services Personnel (PSSP): at District School Board Ontario North East includes Child and Youth Workers, Attendance Counsellors, Indigenous Student Advisors and, Regional School Social Workers.

Child and Youth Workers: work closely with students, teachers, administration, and parents to support the social, emotional and behavioural needs of individual and/or groups of students.

Attendance Counsellors: work collaboratively with school personnel, students, parents/guardians and an interdisciplinary team of other professionals to ensure that each child's right to an education is protected.

Indigenous Student Advisors: are responsible to liaison and advocate for Aboriginal children in a school setting. This includes building relationships with adults and children to strengthen individual capacity for understanding Aboriginal cultures.

Regional School Social Workers: offer consultative support to PSSPs, school personnel, students and families, and act as a liaison with community agencies.

3.0 Policy

District School Board Ontario North East is committed to ensuring that this policy outlines a set of procedures to provide the framework for ongoing professional growth and performance appraisal of the professional practices of Professional Student Services Personnel.