

**CHIGNECTO-CENTRAL  
REGIONAL SCHOOL BOARD**

**POLICY #HR-08**

**PERSONNEL PERFORMANCE**

[BOARD MINUTE #09-99, Page 7]

The Chignecto-Central Regional School Board is committed to excellence in education.

Furthermore, the Board recognizes that excellence is, in large part, dependent upon the “quality of work” evident in the day-to-day performance of those persons employed to provide leadership, instruction and/or support services within the regional education system.

The Board has the responsibility (per Education Act, Section 39(2)(b)) to conduct, or cause to be conducted, an annual appraisal of personnel job performance. Accordingly, the Board recognizes the need to support and hold accountable its staff in their continuing growth, development and provision of service to children.

To this end, the Board expects the Superintendent of Schools (or designate) to develop, implement and monitor the practices and procedures described in the C.C.R.S.B. document, **Personnel Performance Program** such that:

- students attending Regional schools receive the highest quality education and service;
- all employees are involved with performance appraisal on a regularly scheduled basis;
- all employees are held accountable for meeting established performance expectations;
- continual growth and development of personnel effectiveness is a regional priority and a shared responsibility involving both the Board and the employee;
- the Personnel Performance Program involves staff in a co-operative, constructive, continuous process which takes place in an atmosphere of fairness, trust and mutual respect;

- all staff work together to promote professional growth and development and to enhance employee effectiveness; and,
- employees who are not meeting established performance expectations are provided additional supervision, assistance and a reasonable time for improvement.