



Northeastern Catholic District School Board

LONGTERM OCCASIONAL (LTO) TEACHER EVALUATION

Administrative Procedure Number APR007-7

POLICY STATEMENT

The Northeastern Catholic District School Board (NCDSB) is committed to engaging in dialogue with long-term occasional teachers (LTO) about their teaching practice and providing feedback to support their professional growth and development. The NCDSB is dedicated to nurturing a culture of learning.

7 Performance Appraisals

1.0 GENERAL PROVISIONS

- 1.1 This process will be applied to long-term occasional teachers who are serving in their first long-term occasional contract of 4 months or more with the NCDSB.
- 1.2 If the evaluation outcome is Unsatisfactory, another LTO Teacher Evaluation process occurs when the occasional teacher requests it in a subsequent long-term occasional contract of 4 months or more.
- 1.3 Notwithstanding the above, the principal may conduct additional evaluations at the request of the occasional teacher or if the principal considers it advisable to do so in light of the circumstances related to the occasional teacher's performance.
- 1.4 The Long Term Occasional (LTO) Teacher Evaluation is derived from y6C9aemO(d)-3.9

1.5 The performance expectations identified in the T.O Teacher Evaluation are fewer and more generalized than the TPA competencies required of permanent teachers.

1.6

4.0 OUTCOME OF EVALUATION

- 4.1 The principal determines an evaluation outcome for the long-term occasional teacher as a final consideration in completing the evaluation.
- 4.2 The principal uses their professional judgement in weighing the evidence in relation to the seven performance expectations detailed in Table 1 and deciding on an evaluation outcome of Satisfactory or Unsatisfactory
- 4.3 The evaluation outcome assigned to the long-term occasional teacher is in effect until another LTO Teacher Evaluation is completed.

5.0 RECOMMENDATIONS FOR PROFESSIONAL GROWTH

- 5.1 The principal makes recommendations to the long-term occasional teacher on areas for

