

LETHBRIDGE SCHOOL DIVISION

402.11.2.17 Grad Coach/Indigenous Education Liaison Staff Evaluation Form

# Section One Steps for Completion

1. Evaluation is completed by supervisor (Coordinator of Indigenous Education with input from school)
2. Evaluation is signed off by supervisor and school administrator(s)
3. Supervisor meets with employee to review evaluation
4. A copy of the evaluation is provided to the employee, school administrator(s), and supervisor. HR is given the original document.

# Section Two Introduction

Name

Location

Start Date for Current Position

Evaluator (Coordinator of Indigenous Education)

Date

*Reason for evaluation:*

Evaluation process for employees as per Division policy

Employee may not be meeting position standards

Employee request

Employee has not developed and implemented a Growth Plan

# Section Three Position Quality Standards Form

**In accordance with the expectations of the Grad Coach/Indigenous Education Liaison position, the employee will be evaluated within the following areas:**

* All areas should be marked as meeting (M) the standard or not meeting (N/M) the standard. For the purposes of this form, “meeting” describes job performance that meets the standard of performance in each area. Where areas of “not meeting” standards are identified, a comment must be made.
* All marked deficiencies must be accompanied by supporting documentation.

**LEGEND:**

**M Meeting Standard**

**N/M Not Meeting Standard**

**1. KEY RESPONSIBILITIES**

This position is responsible for providing consultation and guidance for students of Indigenous ancestry to enhance their ability to graduate and access post-secondary opportunities. Grad Coach/Indigenous Education Liaison will also provide identified Indigenous cultural connections to the school population and provide social emotional supports on an as needs basis.

M N/M

Facilitates relationship building and connection

Provide support to Indigenous students as required

Collaborate with families and provide information as necessary

Develops a working relationship with all student(s) and the school community

Submits monthly case notes

Good organizational skills

Self-motivated

Portrays an approachable and optimistic demeanour

Makes home visits as required

Carries out directions and duties as assigned

COMMENTS:

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**2. PERSONAL/PROFESSIONAL QUALITIES**

M N/M

Builds positive school wide interpersonal relationships (with other support staff, teachers, student(s), public; includes dealing with conflict)

Exhibits behaviours of a team player (with the School Based Wellness team, the school, the community, and the Division)

Demonstrates the ability to communicate effectively and appropriately

Resolves conflict effectively

Uses time effectively (include attendance, punctuality, setting of priorities, keeping to schedules)

Takes initiative (self directed, takes charge of assigned tasks, requires minimum supervision)

Maintains appropriate personal hygiene and appearance

COMMENTS:

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**LEGEND:**

**M Meeting Standard**

**N/M Not Meeting Standard**

**3. POSITION REQUIREMENTS**

M N/M

Encourage regular school attendance by students

Meet with any Indigenous students identified as disengaged (feeling disconnected from school

Assist in providing career and post-secondary information for Indigenous students

Assist with the implementation of cultural programs, upon teacher/Administrator request

Meet with new Indigenous students and assist them with

transitions

Celebrate success in school and promote high school graduation (ie: through scholarships, Awards Night Presentation, etc).

Provide students with opportunities to learn about their culture and through hands-on activities, storytelling and experiences

Work collaboratively with the other Graduation Coaches at each high school on projects related to Indigenous Education as needed

Coordinate Indigenous Culture clubs and/or co-curricular activities within high schools

Invite Elders and other resource people to assist with activities as appropriate

Encourage Indigenous student involvement in general co-curricular programs

Maintain an updated Indigenous link on the school website, and contribute to newsletters and bulletin boards

As a Grad Coach work closely with community agencies and supports and may refer students as required

Facilitate communication between parents and schools

Build relationships with Indigenous student’s families

COMMENTS:

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**LEGEND:**

**M Meeting Standard**

**N/M Not Meeting Standard**

**4. COMMUNICATION**

M N/M

Excellent communication skills both in written and oral format

Maintains confidentiality related to Division students and staff

Proven public relations skills and demonstrated ability in promoting and maintaining effective working relations with public, student(s), co-workers, school staff, administration and Division staff

COMMENTS:

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# **5. TIME MANAGEMENT**

Attendance report attached and reviewed by evaluator(s)

M N/M

Attends regularly

Sets priorities in collaboration with teacher(s) and administration

Uses time effectively

Follows assigned schedule

COMMENTS:

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# **6. DECISION**

Employee is meeting standards/completes probationary period or evaluation requirements as per employment contract

Employee is not meeting standards and Human Resources is contacted

Employee returns to Growth Plan process as per Division policy

# **7. EVALUATOR’S COMMENTS**

COMMENTS:

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# **8. EMPLOYEE’S COMMENTS**

COMMENTS:

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***As Coordinator of Indigenous Education, I have read and approve this evaluation.***

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Coordinator of Indigenous Education Date

***As Principal(s), I have provided feedback and approve this evaluation.***

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Principal Location Date

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Employee’s Signature Date

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Reviewed by Human Resources Date

* Copy to Employee
* Copy to Principal/Designate or Supervisor
* Original copy goes to Human Resources for employee’s file