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To: Members



Subject: Evaluation and Probation

These are two (2) very important terms and components which apply when you are appointed to an administrative position within the field of education of the Province of Quebec. They are described in different articles of the Management Working Conditions.

1. Article 124 - Evaluation must be governed by an approved policy of your school board.
2. Article 181 - When appointed to an administrative position (whether of an interim nature or not) you will undoubtedly have a probationary period.

Are you aware of these terms and the policies that apply if you are potentially implicated by these articles and policies?

#### CHAPTER IV - SENIOR STAFF DEVELOPMENT - DIVISION I

##### EVALUATION

*124. A school board must adopt an evaluation system for its senior staff.*

#### CHAPTER VII - MANAGEMENT POLICY

*179. The school board must adopt, by resolution, a management policy concerning its administrators, senior staff of schools and senior staff of centres.*

*180. The management policies deal, in particular, with consultation and participation, administrative organization, job descriptions and eligibility criteria, classification, probation period, employment plan and benefits, payment of salary, the local professional improvement plan for senior staff and a recourse procedure for any problem arising between a senior staff member and a school board with regard to the application and interpretation of the management policy or a disciplinary measure, other than a suspension without pay.*

*The management policy for senior staff in a school also deals with senior staff positions in a school.*

*If the recourse procedure prescribed in the management policy refers to the chapter on recourse in this Regulation, the Appeals Committee shall only be empowered to make the recommendations as prescribed in section 205.*

*181. The maximum probation period must be less than 24 months. Any absence during the probation period shall be added to that period.*

IF YOU WOULD LIKE CLARIFICATION, HAVE QUESTIONS OR WOULD LIKE TO DISCUSS THIS, PLEASE FEEL FREE TO CONTACT:



or



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