



INDIGENOUS STUDENT ADVISOR PERFORMANCE APPRAISAL

ISA Name:

School:

Principal:

Date:

Domain 1. PROFESSIONALISM

Expectations	Level of Performance	
	Unsatisfactory	Satisfactory
Maintains confidentiality in all matters involving students, staff, community partners, and the school.	☐	☐
Demonstrates professionalism through respectful and courteous interactions with colleagues, students, and community partners.	☐	☐
Keeps professional quality, systematic and dated records for students served, completed promptly.	☐	☐
Complies with Board policies, procedures, and administrative requirements.	☐	☐
Prepares documents that align with the standards and expectations of the District School Board Ontario North East.	☐	☐
Submits required information accurately and within established timelines.	☐	☐
Maintains accurate records and documentation as directed.	☐	☐
Responds to referrals by following up and communicating with the appropriate staff members.	☐	☐
Advocates for inclusive programs and services that honor diversity and uphold the dignity of all students and families.	☐	☐

Domain 2. SERVICES TO SCHOOLS

Expectations	Level of Performance	
	Unsatisfactory	Satisfactory
Collaborates effectively with school administrators, classroom teachers, and other resource personnel to support student well-being.	☐	☐
Analyzes and interprets data to inform school and board-level planning.	☐	☐

PROCEDURE 1.2.18, APPENDIX G – INDIGENOUS STUDENT ADVISOR PERFORMANCE APPRAISAL - 2

Builds strong, trusting relationships with students, families, school staff, and community partners.	☐	☐
Engages students in learning by using strategies that build trust and motivation.	☐	☐
Provides opportunities for students to explore and appreciate diverse cultural backgrounds.	☐	☐
Guides students and their families in accessing appropriate board and community resources when needed.	☐	☐
Encourages and supports families in becoming active partners in their child's education.	☐	☐
Offers consultation to families regarding academic performance, behavior, and other student needs.	☐	☐
Promotes regular communication between families and schools, emphasizing the importance of attendance and achievement.	☐	☐
Promotes the ISA role by engaging families and community partners in self-identification efforts and inclusive school initiatives.	☐	☐

Strengths	
Growth Strategies for Ongoing Development	

PROCEDURE 1.2.18, APPENDIX G – INDIGENOUS STUDENT ADVISOR PERFORMANCE APPRAISAL - 3

Supervisor Comments/Summary	
Employee Comments	

PERFORMANCE RATING
☐ UNSATISFACTORY PERFORMANCE
☐ SATISFACTORY PERFORMANCE

Signature of Indigenous Student Advisor

Date

Signature of Supervisor

Date
