

March 2016

## Appraisal Feedback

Our experience with the ESP was excellent. It was a very positive learning experience for all. Using the lead teacher role as guide, the following points indicate our specific feedback on Heidi's performance:

- We are extremely satisfied with Heidi's creativity and management of the IEP
- We always felt that she is in control and aware of all our son's needs and development.
- We found the adapted curriculum material created for our son extremely helpful.
- Heidi managed to get our son's attention and focus
- Heidi was consistently creative and resourceful adapting the activities to the needs of our son. For example, the introduction of Horseback riding brought a unique motivational element to going to school. Our son has grown in confidence and leadership thanks to this program.
- Heidi introduced the cooking activity that were engaging to our son where he learned and developed motor skills while playing/cooking.
- Very happy and satisfied with the overall effort.
- With Heidi nothing was left to chance and nothing fell through the cracks. She has consistently kept all stakeholders involved in our son's education, informed, and connected.
- We felt that the group of teachers and assistants truly operated as a team thanks to Heidi's leadership.
- It really meant a lot for us as parents to see that all people involved are collaborating towards enhancing our son's learning experience.
- Heidi used the therapist resources as an integral part of the overall program for our son and we felt at all times that she was on top of his needs and any updates needed.
- The IEP meetings were initiated by Heidi and well organized including all teachers, assistants, therapists, and often school principal
- The transition from Pregny to Saconnex: in our case this was a very sensitive transition mostly for us as parents and Heidi was great in managing it early and with tremendous care and love. She planned meetings with Saconnex ESP principal, a visit to the Saconnex school campus, an opportunity for the receiving school assistants to visit Pregny and see our son in his class.
- The time table for our son was clear an up to date and we were always aware of changes and updates
- When we dropped our son off in the morning, we could see the timetable on the board for the team and sometimes last minute updates by Heidi in case someone is sick or on leave. She is always in class early to proactively manage the timetable
- We were pleased to see a number of training programs for staff and an opportunity for parents to take part in some of them.
- Training led by Heidi seemed like a continuous effort with her staff.

In our opinion, Ecolint would benefit from having Heidi share her skills, know how, and experience in Pregny with all the other ESP programs. This might be a good area of growth for Heidi to provide a cross-cutting role in the Ecolint system.

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