



**AD HOC BOARD AND DIRECTOR EVALUATION
COMMITTEE
Report No. 24-077**

9 May 2024

DIRECTOR OF EDUCATION PERFORMANCE PLAN

**Key Contact: Michèle Giroux, Executive Officer (Board Services),
613-596-8211 x 8310**

PURPOSE:

1. To seek input and approval for the implementation of a new performance plan for the Director based on Ontario Regulation 83/24: Director of Education Performance Evaluation.

STRATEGIC LINKS:

2. Effective governance, as outlined in the social responsibility pillar of the 2023-2027 Strategic Plan, underscores the significance of the director's evaluation process as a hallmark of good governance practices.

CONTEXT:

3. The Better Schools and Student Outcomes Act, 2023, enacted on 8 June 2023, introduced amendments to the *Education Act*, including the inclusion of "directors of education" in the list of individuals subject to performance appraisal regulations. In March 2024, [Ontario Regulation 83/24 - Director of Education Performance Appraisal](#) came into effect, mandating compliance with new evaluation protocols for directors of education.

Currently, the Board conducts evaluations of the Director's performance in accordance with Board [Policy P.051.GOV Evaluation of Director of Education and Secretary of the Board](#), which is well established.

Both the policy and the newly enacted regulation provide clear directives for evaluating directors of education. To ensure compliance and alignment with regulatory requirements during this transitional period, the Board will adhere to its policy for the 2023-2024 evaluation cycle while simultaneously transitioning to the requirements outlined in the regulation for the 2024-2025 cycle. This strategic approach ensures a seamless transition while maintaining the integrity and effectiveness of the evaluation process.

KEY CONSIDERATIONS:

4. Reconciling the Regulation and the Policy
To bridge the gap between the policy and the regulation, a performance evaluation for the 2023-2024 school year is necessary. This typically involves an exchange with the Director between August and November, utilizing the assessment guide approved in the spring. As we transition to the process outlined in the regulation, staff have prepared a [draft performance plan](#) which aligns with the specifications identified within the regulation. This plan, attached as Appendix A, mirrors the themes and elements of the assessment guide and job description approved in 2023 and could be used as a pilot to support the 2023-2024 review in anticipation of its use for the 2024-2025 full evaluation cycle.

RESOURCE IMPLICATIONS:

5. During the director's first full evaluation cycle and every second full evaluation cycle thereafter, the Board must engage a firm to conduct a multi-source executive performance assessment, with anticipated costs approaching \$25,000. Staff will ensure an appropriate budget allocation within the 2024-2025 budget.

COMMUNICATION/CONSULTATION ISSUES:

6. Communication regarding the completion of the 2023-2024 Director's evaluation will be disseminated in November 2024. Information on the revised performance process and the 2024-2025 Director's performance plan will be shared with the Board, the Ministry, and the community no later than August 15, 2024.

RECOMMENDATION:

THAT the performance plan, attached as Appendix A to Report 24-077, be used for the Director's performance evaluation for the 2023-2024 school year.

Michèle Giroux
Executive Officer, Corporate Services

Pino Buffone
Director of Education

APPENDICES

Appendix A: Director of Education Performance Plan