



BOARD AND DIRECTOR PERFORMANCE APPRAISAL COMMITTEE

10 June 2024

Report No. 24-092

DIRECTOR OF EDUCATION PERFORMANCE PLAN 2023-2024

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PURPOSE:

1. To seek input and approval for the 2023-2024 Director of Education Performance Plan.

STRATEGIC LINKS:

2. Effective governance is a key feature within the social responsibility pillar of the 2023-2027 Strategic Plan and the Director's performance appraisal process is a good governance practice.

CONTEXT:

3. The [Better Schools and Student Outcomes Act, 2023](#), received Royal Assent on June 8, 2023, amending the *Education Act*, among other legislation. The amendments included adding "directors of education" to the list of individuals for which regulations respecting performance appraisals may be made. In March 2024, [Ontario Regulation 83/24 - Director of Education Performance Appraisal](#) came into effect, which means the annual director of education performance appraisal must now follow this new regulation.

The Board currently provides for evaluation of the director's performance through Board [Policy P.051.GOV Evaluation of Director of Education and Secretary of the Board](#) (the policy) and the process is well established.

Both the policy and the newly introduced regulation offer clear directives for evaluating the performance of directors of education. To ensure compliance and alignment with regulatory requirements during this time of transition, the Board should follow this policy for the 2023-2024 evaluation of the director of education. Simultaneously, the Board must transition to the requirements outlined in the regulation for the 2024-2025 evaluation cycle. This strategic approach ensures a seamless transition while upholding the integrity and effectiveness of the evaluation process.

KEY CONSIDERATIONS:

- 4. Reconciling the Regulation and the Policy
 In order to bridge the gap between the policy and the regulation, it will be necessary to follow the established path for reporting and resolving the performance evaluation for the 2023-2024 school year. This involves an exchange with the Director between May and November, utilizing the following timeline:

Date	Action
June 2024	Committee meeting to review the Director’s 2023-2024 Performance Appraisal Plan for possible revisions.
30 September 2024	Director’s report to Board outlining evidence in support of work for the 2023-2024 academic year
mid October	Facilitated meeting between Director and the Board to discuss Director’s accomplishments and opportunities for professional growth, with Boyden Executive Search.
31 October 2024	The Board provides the Director with a written summary of the facilitated discussion, areas for growth identified.
15 November 2024	The Director provides a written response to the Board.
15 November 2024	The Director provides a written response to the Board.
30 November 2024	Evaluation report signed by the Director and the Board.

- 5. 2023-2024 Performance Plan
 In accordance with the regulation the 2023-2024 Performance Plan has been developed based on the template discussed and shared during the meeting on 9 May 2024. The Director has reviewed the document and practice areas, resulting in the completion of a draft, attached as Appendix A, for review and finalization by the committee.

Tasks for the Committee:

- Review the draft of the 2023-2024 Performance Plan prepared by the Director; and
- Discuss and finalize the goals, leadership competencies/practices and actions.

RESOURCE IMPLICATIONS:

6. The Board confirmed that Boyden Executive Search will be contracted to facilitate the 2023-2024 Director's performance appraisal in October. Staff will ensure an appropriate amount is committed within the 2024-2025 budget to enable this support..

COMMUNICATION/CONSULTATION ISSUES:

7. Communication on the completion of the 2023-2024 Director's evaluation will be shared accordingly in November of 2024. Additionally, information on the new revised appraisal process and the 2024-2025 director's performance plan will be shared with the Board, the Ministry and the community no later than 15 August 2024.

RECOMMENDATION:

THAT the 2023-2024 Director's performance plan, attached as Appendix A to Report 24-092, be approved.

Michèle Giroux
Executive Officer, Corporate Services

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Director of Education

APPENDICES

Appendix A - Director of Education Performance Plan 2023-2024