



REPORT TO

GOVERNANCE AND POLICY
COMMITTEE

REVIEW OF PERFORMANCE APPRAISAL: DIRECTOR OF EDUCATION POLICY (H.C.06)

*Remember your leaders, those who spoke the word of God to you; consider the outcome of their way of life, and imitate their faith.
Hebrews 13:7*

Created, Draft	First Tabling	Review
March 27, 2018	April 10, 2018	May 8, 2018
Caitlin Kavanagh, Coordinator, Employee Relations & Policy Development		
RECOMMENDATION REPORT		

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

T.B.D.
Associate Director
of Planning and Facilities

L. Noronha
Executive Superintendent
of Business Services and
Chief Financial Officer

A. EXECUTIVE SUMMARY

This report recommends Trustees review the Performance Appraisal: Director of Education policy (H.C.06) as the Board of Trustees is responsible for this policy. This report incorporates Trustee motions from the April 10, 2018 Governance and Policy Meeting.

The cumulative staff time required to prepare this report was 1 hour

B. PURPOSE

1. This Recommendation Report is on the Order Paper of the Governance and Policy Committee as the policy requires review by the Board of Trustees every two years.
2. Trustee motions from the April 10, 2018 Governance and Policy Meeting:
That Guiding Principle 9, page 41, be removed until the Board of Trustees approve the performance-related pay for executive compensation; and
That all previous changes be incorporated and brought back to the May 8, 2018 GAP meeting.

C. BACKGROUND

1. The Performance Appraisal: Director of Education policy (H.C.06) was most recently reviewed on February 25, 2016.
2. The policy requires that the report be reviewed by Trustees every two years.
3. The September 26, 2013 version of the policy is provided at APPENDIX B for Trustee reference.

D. METRICS AND ACCOUNTABILITY

1. Recommendations made by Trustees regarding any updates to the policy will be monitored by policy development staff.
2. Further reports to Board will be brought every two years as required by the policy.

**E. IMPLEMENTATION, STRATEGIC COMMUNICATIONS
AND STAKEHOLDER ENGAGEMENT PLAN**

Staff will post the approved updated policy to the TCDSB policy register.

F. STAFF RECOMMENDATION

Staff recommend Trustees review the Performance Appraisal: Director of Education (H.C.06) found in APPENDIX A.