



Appendix D

Director of Education Performance Appraisal



IN GOD'S IMAGE: *Growing in Knowledge, with Justice and Hope*

Guiding Principles

1. The Performance Appraisal Process is mandated by the Ministry of Education, and is a joint learning opportunity between the Director and the Board of Trustees to affirm success and improve identified areas of need.
2. The Director Performance Appraisal Committee shall conduct an annual performance review of the Director through a fair, respectful and collaborative process, providing constructive feedback in a manner that supports and strengthens the integrity of the role performed by the Director.
3. The Director's Performance Appraisal should recognize their unique and important role in bringing our Pastoral Plan to life in our schools, offices, and the broader community.
4. The process and its annual occurrence are transparent and available for public information. The process is well understood and communicated to stakeholders.
5. The content of the review surveys, the feedback to the Director and discussions with the Trustees are held in confidence and the documents are stored confidentially.
6. The Director, Director Performance Appraisal Committee Chair, and at least one other member of the committee jointly develop the content of the Performance Plan based on the criteria outlined in O.Reg. 83/24.
7. The Director and the Director Performance Appraisal Committee share information frequently and schedule at least two formal updates throughout the year.
8. The Performance Review will focus on the seven goals which include six goals outlined in O. Reg 83/24 and an additional goal from Ontario Catholic School Trustees' Association (OCSTA) promoting identity by Nurturing our Catholic Community, Culture and Christian service in the Board.
9. Evidence, both qualitative and quantitative, is to be observed by the Director



Performance Appraisal Committee throughout the year.