



REPORT TO

GOVERNANCE AND POLICY COMMITTEE

UPDATE TO PERFORMANCE APPRAISAL: DIRECTOR OF EDUCATION (H.C.06)

And we know that for those who love God all things work together for good, for those who are called according to his purpose.

Romans 8:28

Created, Draft	First Tabling	Review
February 2, 2016	February 16, 2016	

Caitlin Kavanagh, Sr. Manager, 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 rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity.



G. Poole
Associate Director of Academic Affairs

A. Sangiorgio
Associate Director of Planning and Facilities

Angela Gauthier
Director of Education

A. EXECUTIVE SUMMARY

This report recommends minor revisions to the Performance Appraisal: Director of Education policy H.C. 06.

B. PURPOSE

This Recommendation Report is on the Order Paper of Governance and Policy Committee due to a recommended policy revision.

C. BACKGROUND

1. The Performance Appraisal: Director of Education policy was originally approved on October 4, 2006.
2. It was subsequently updated in May and September 2013.
3. As it is to be reviewed every two years, it was due for review in September 2015.

D. EVIDENCE/RESEARCH/ANALYSIS

1. The current policy is in the updated meta policy template; however, the policy section and sub-section were mistitled and did not align with the policy number. Therefore, the policy section “Board of Trustees” has been changed to “Human Resources” and the sub-section has changed from “Director” to “Compensation.”
2. The proposed amended policy is attached as APPENDIX A.
3. Under “Scope and Responsibility,” a clarifying point is added: “This policy applies to the Director of Education and the elected trustees at the Toronto Catholic School Board.”
4. Staff do not recommend any further changes at this time.

E. METRICS AND ACCOUNTABILITY

1. Recommendations in this report will be monitored through policy development.

2. Further reports to Board regarding recommended changes or updates to the policy will be brought as deemed necessary.

F. IMPLEMENTATION, STRATEGIC COMMUNICATIONS AND STAKEHOLDER ENGAGEMENT PLAN

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

G. STAFF RECOMMENDATION

Staff recommends that the Board revise Performance Appraisal: Director of Education (H.C.06) as amended and found in APPENDIX A.

APPENDIX A