

## **POLICY STATEMENT**

### **Director of Education Performance Appraisal**

#### **Rationale**

The Algonquin and Lakeshore Catholic District School Board (ALCDSB) is committed to policies and administrative procedures that direct the governance and operation of the Board. The Director of Education provides leadership that promotes student achievement and well-being, as well as the growth and success of the ALCDSB. The Director is responsible for all aspects of the operation, administration, supervision, maintenance, and promotion of the ALCDSB and its programs. It is the policy of the ALCDSB to annually evaluate the performance of the Director of Education in meeting the duties of the role under the Education Act, and any policy, guideline or regulation made under the Act, including actions that relate to priorities under the Multi-Year Strategic Plan (MYSP), the Board Improvement Plan (BIPSAW) other documents as required under the Education Act, and best practices of system leadership.

#### **Guiding Principles**

The Performance Appraisal process will:

- Benefit the students and staff of the ALCDSB.
- Assist the ALCDSB in providing quality Catholic education and leadership.
- Foster a strong ongoing relationship between the Director of Education and Trustees of the Board.
- Promote the continuous improvement of the ALCDSB and its programs.
- Provide helpful and objective feedback on an annual basis to the Director of Education to optimize their personal and professional development.
- Ensure accountability for the effective leadership and management of the ALCDSB.

#### **References**

*Education Act*

*Municipal Conflict of Interest Act*

*Broader Public Sector Executive Compensation Act, 2014, Ontario Regulation 406/18*

*Ontario Education Services Corporation (OESC)*

*Ontario Catholic Leadership Framework*

*Multi-Year Strategic Plan*

#### **Administrative Procedures**

[Director of Education Performance Appraisal](#)

**Approved: November 2022**