



Policy: Performance Appraisal of the Director of Education

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1.0 Policy

- 1.1 The Catholic leadership provided by the Director of Education of the Superior North Catholic District School Board is of paramount importance to the success of the school system. The Director links the work of the Board and the day-to-day operations of the schools and the system at large through the Board's multi-year strategic plan. She/he must also lead the system to successfully implement education initiatives introduced by the Ministry and to ensure a positive culture within the system.
- 1.2 The performance appraisal process for the Director of Education has been developed to assist the Director with professional growth and performance improvement. It requires open dialogue, mutual understanding, respect and a commitment of time and careful thought on the part of everyone involved.
- 1.3 The review form is a tool to collect information. The results will form the basis for feedback the Director will receive, in order to build upon and improve his/her performance.

2.0 Purpose

- 2.1 The purpose of this document is to assist the Board of Trustees (the “Board”) and the Director of Education (the “Director”) to conduct a collaborative and agreed-upon process for the Director’s Performance Review.
- 2.2 A properly conducted program of review of the performance of the Director benefits the students, employees and school system, ensures accountability, enhances the relationship between the Director and the Board, recognizes the contribution of the Director, assists the Board in providing quality education service, and models the importance of continuous improvement throughout the Board. The Director’s Performance Appraisal process aligns with the Board Performance Review Process.

References

- Education Act Reference

169.1 (1) Every Board shall,

monitor and evaluate the performance of the Board’s Director of Education or supervisory officer acting as the Board’s Director of Education, in meeting his or her duties under this Act, or any policy, guidelines or regulation made under the multi-year plan...required in Section 169.1 (1) (f), and any other duties assigned by the Board.

- [Catholic Leadership Framework](#)

Approval and Review Dates

Prior Date Approved: February 1, 2010

Policy Review Date: February 10, 2020

Next Review Date: February, 2022

Reviewed by: Policy Committee, Administrative Council