



<b>BUSINESS AND BOARD ADMINISTRATION</b>	<b>3000</b>
<b>ANNUAL EVALUATION OF THE DIRECTOR OF EDUCATION PROCEDURES</b>	<b>3002</b>

4.1.6 emphasize the need for and require the presentation of evidence. The Director Performance Plan (refer to attached Appendix B) identifies possible sources of the evidence in advance, while the implementation and outcome measures describe expectations regarding that piece of evidence. The sources will be an internal report, an external report, direct Board observation or some combination of these tools;

4.1.7



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**ANNUAL EVALUATION OF  
THE DIRECTOR OF EDUCATION PROCEDURES****Staff and Trustee Input:**

In March, the Board may implement a 360° survey using an external provider. Trustees and key staff will be asked to offer their comments and observations regarding the director Performance Plan. The survey should use a confidential format that allows for open, honest, and constructive feedback.

**Year-End/New Year Operational Plan Review to Board:**

In September, the director shall provide an overview of the Year-End progress of the Operational Plan implementation. The Year-End Operational Plan Review will be used as the basis for the Year-End DPA Progress Review.

**Year-End/New Year DPA Review to Board:**

In October, the Year-End Review will take place. This is the formal annual performance assessment. The Board of Trustees will evaluate the director achievements over the year measured against the implementation and outcome measures.

4.2.4

m (Appendix B)

A director to complete each school year, updating it on a regular basis and sending it to the Board of Trustees in advance of each DPA meeting. Properly prepared, the

the director and the Board of Trustees have clear implementation and outcome

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the director discusses the contents of the new Director Performance Plan; the Board of Trustees listens to fully understand the director assessment of their measures; and the Board of Trustees and director

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the Board of Trustees and director will openly discuss similarities and differences between the director and the Board of Trustees should allow the director to provide additional support identifying accomplishments for each performance measure as required.

#### 4.3 Evaluation Criteria

4.3.1 The criteria for the first evaluation of a newly appointed director of education shall include an external consultant and will be based on those criteria defined in the director . The criteria for subsequent evaluations will be those defined by the director goals provided by the Board of Trustees in the previous written evaluation report(s), including feedback, evidence, and areas of focus. Such growth goals may be areas requiring remediation or actions which must be taken to address trends, issues, or external realities.

4.3.2 The director Plan as attached in Appendix B. It is intended to clarify for the director the performance expectations that are held by the Board. The Board shall use this guide to evaluate the performance of the director in relation to each job expectation. The Board will review the indicated evidence and will determine whether, or to what extent, the implementation and outcome measures have been achieved.

#### 4.4 Dispute Resolution Process

In the event that the director of education informs the chair of the Board that the concluding statements in the annual evaluation of the director of education do not accurately reflect their leadership practices and success as director, a dispute resolution process should be undertaken.

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5. Appendices

5.1 Appendix A - Ontario Leadership Framework for Supervisory Officers

5.2 Appendix B -

6. Review

These procedures shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
Ontario Leadership Framework for Supervisory Officers	February 22, 2022	Education Act, R.S.O 1990 including Sections 283.1, 2.87, etc.
Lakehead District School Board Strategic Plan (Multi-Year Strategic Plan)	<u>Date Revised</u>	