



**DURHAM CATHOLIC
DISTRICT SCHOOL BOARD**
Learning and Living in Faith

Memorandum

To: Board of Trustees
From: Tracy Barill, Director of Education
Date: April 22, 2024
Subject: **Director of Education Performance Appraisal (DPA)**

Recommendations

Moved by, Seconded by,

“WHEREAS Ontario Regulation 83/24 Director of Education Performance Appraisal came into effect on March 4, 2024; and

WHEREAS the Board’s current policy on Director Performance Appraisal (PO327) Director of Education Performance Appraisal is no longer compliant with legislation; and

WHEREAS the current Director of Education is retiring effective August 31, 2024, and the Board is currently undertaking an executive search for a new Director of Education;

BE IT RESOLVED

THAT the Durham Catholic District School Board dissolve the Director’s Performance Appraisal Committee previously established in accordance with PO 327 Director’s Performance Appraisal”

Moved by, Seconded by,

“THAT the Durham Catholic District School Board review and revise PO327 Director of Education Performance Appraisal to comply with the new legislation and incorporate any framework or guidance provided by the Ontario Catholic Trustees’ Association specific to the appraisal of Catholic directors of education.”

Moved by,

Seconded by,

“THAT in compliance with Ontario Regulation 83/24 Director of Education Performance Appraisal the Durham Catholic District School Board establish a committee responsible for conducting a performance appraisal of the director of education for the board composed of not fewer than three and not more than seven board members one of whom shall be elected by the majority of the committee to be the chair.”

Rationale

In the fall of 2023, a Director’s Performance Appraisal (DPA) Committee was established in accordance with the recently revised Board Policy (PO327) Director of Education Performance Appraisal and its Administrative Procedures. The committee met on November 20, 2023, with subsequent meetings tentatively scheduled for April 15, 2024 and May 13, 2024.

On March 4, 2024, the Ontario government enacted [Ontario Regulation 83/24](#) Director of Education Performance Appraisal which outlines specific timelines and processes for the appraisal of directors of education and applies to all Boards of Education across the province. Board Policy (PO327) does not comply with the new legislation and therefore must be revised accordingly.

As Boards across the province work to bring their practices in line with the new legislation, it is incumbent upon Catholic School Boards to clearly define expectations for appraisal of Catholic directors of education that are reflective of their denominational rights and the unique additional expectations for system leadership in publicly funded Catholic Education systems. The Ontario Catholic Trustees Association is developing a Director of Education Performance Appraisal template/framework for the consideration of Catholic school boards and has met with ECCODE (English Catholic Council of Directors of Education) to initiate this process.

The new Ontario regulation now in effect provides precise timelines and schedules for Director Performance Appraisal. In keeping with these timelines all Boards are required to annually not later than May 15 “establish a committee responsible for conducting a performance appraisal of the director of education for the board composed of not fewer than three and not more than seven board members one of whom shall be elected by the majority of the committee to be the chair.”

In light of the aforementioned legislation and the pending change in Board leadership, it is recommended that the Board dissolve its current DPA Committee; resolve to revise the Board policy on Director of Education Performance Appraisal to comply with provincial regulations and reflect frameworks/guidelines developed by OCSTA and establish a new DPA committee in accordance with provincial regulation.

TB/eb