



ONTARIO EDUCATION SERVICES CORPORATION

## Professional Development Program for School Board Trustees

Modules

# 5 Part A: Performance Review: Director of Education

## Case Study: Director's Review Where to Begin?

Your board has not done a Director's Performance Review for several years.

The Director is experienced, well-liked and considered competent, but trustees believe that in keeping with Provincial legislation, the Board needs to put a performance review process in place this year and make it an annual process.

The Board has struck a committee, of which you are a member, to look to setting up a process. How will you start? What are the important things you need to do and measure in order to be fair? What will the process look like over the course of the year? What resources do you have that you can use to help you?

Note: for this exercise, you are not drawing up the Performance Review plan itself, but rather, a plan for **organizing** the process.

Use the information in **Module 5a** to help you draft a plan for organizing a Director's Performance Review process.