



Governance Committee
Monday, April 14, 2025
EC-340D & Virtual Meeting

AGENDA: 6:00 p.m.

1. Call to Order/Roll Call
2. Land Acknowledgement
3. Approval of the Agenda
4. Review of Committee Workplan
5. Director Performance Appraisal - Committee
6. Board of Trustees Self-Assessment: Follow-Up and Implementation
7. Adjournment

BE YOU. BE EXCELLENT.



GOVERNANCE COMMITTEE

April 14, 2025

Director Performance Appraisal Committee (O. Reg. 83/24)

Submitted By: Sheryl Robinson Petrazzini

Prepared By: Heather Miller, Officer of Trustee Services

Recommendation:

That the Governance Committee continue to serve as the committee responsible for conducting the annual performance appraisal of the Director of Education, as prescribed by O. Reg. 83/24.

Background:

On March 4, 2024, Ontario Regulation (O. Reg) 83/24 – *Director of Education Performance Appraisal* (DPA) came into effect starting with the 2023-2024 school year. School boards are required to conduct an annual performance appraisal of the Director of Education based on mandatory criteria (set out in the regulation) and any locally focused priorities as identified by the school board and in collaboration with the Director of Education.

The Governance Committee met on April 15, 2024, to discuss several scenarios for committee composition before recommending that the Governance Committee continue to maintain this responsibility as part of their committee mandate. To review the scenarios presented, please refer to the [committee package](#) from that meeting.

On April 29, 2024, the Board of Trustees passed the following:

Resolution #24-61: Trustees White/Dahab moved that the Special Governance Committee report from April 15, 2024, be approved including that the Governance Committee serve as the committee responsible for conducting a performance appraisal of the Director of Education, as prescribed by O. Reg. 83/24 with the following exceptions:

- The Chair of the DPA Committee will be selected by the committee membership at the first meeting of the committee following the Organizational Board Meeting each year.
- The Board recognizes the decision-making authority given to the Committee and/or Committee Chair by O.Reg. 83/24 which supersedes the Board's regular approval processes.
- That the committee membership be no fewer than 3 and no more than 7 members of

Status:

The regulation requires that no later than May each board shall establish a committee in each year, responsible for conducting a performance appraisal of the Director of Education for the board.

Financial Implications:

the Board of Trustees, where the Chair and Vice Chair are required members.
There are no financial implications at this time.

Strategic Directions:**Upholding Human Rights, Safety & Well-Being**

We will support all students and staff to feel safe and secure in our classrooms and school communities.

Providing Equitable Quality Education

We will offer equitable quality educational opportunities to improve student engagement, learning and achievement for future-readiness.

Collaborating with Students, Families & Communities

We will build reciprocal relationships and partnerships to enhance access and engagement for students, families, and communities.

Building a Sustainable Education System

We will adapt to a rapidly changing world through responsible fiscal management, investing equitably in accessible and sustainable facilities, and supporting a robust workforce.

Reinforcing Indigenous Educational Wellness & Reconciliation

We will honour our commitment to Truth and Reconciliation by nurturing respectful and reciprocal relationships among Indigenous Peoples and Treaty Partners, and by cultivating intergenerational healing and wellness in a restorative education system.



GOVERNANCE COMMITTEE REPORT

April 14, 2025

Board of Trustees Self-Assessment – Follow Up & Implementation

Submitted By: Sheryl Robinson Petrazzini, Director of Education

Prepared By: Heather Miller, Officer of Trustee Services

Recommendation:

That the report be received.

Background:

The Board of Trustees Self-Assessment [results](#) report was provided to the Governance Committee in January 2025.

Status:

Staff provide the following update regarding trustees' feedback from the self-assessment for the Committee to review and discuss further:

Opportunities for Improvement

Meeting Preparation

- Proposal: Staff to include a reminder in the agenda package email suggesting that questions for clarification related to reports be submitted ahead of the meeting to allow staff time to review and prepare a response.
- Proposal: Staff support Committee Chairs in communicating with trustees to highlight important topics on an agenda and encourage attendance at the committee meeting to engage in discussions or offer to follow up directly with those unable to attend the scheduled meeting.

Relationship Building

- Proposal: Staff continue to provide opportunities for engagement activities with Trustees and Executive Council throughout the school year to continue to build collaborative relationships.

Future Learning Topics (8-9)

Based on the feedback received, future learning topics could include:

- Finance – Fiduciary Responsibilities (including audit, ministry funding, etc.)
- Policy Development
- Get to Know Us (3): Facilities Department, Information Technology (IT) Services, Human Resources Department, Indigenous Education, Continuing Education
- Open Session (2-3): To be determined to share information in a timely manner

Attendance at Committee Meetings

Additional Resources and Supports Available for Trustees

Trustees are encouraged to review invitations from the Ontario Public School Boards Association (OPSBA) related to the annual Public Education Symposium (PES), which hosts numerous learning seminars on various topics during their multi-day conference each January.

It is also noted that through a partnership with the Ontario Education Service Corporation (OESC), OPSBA's professional development services are available to support trustees in their role. Learning modules can be completed through the online self-paced program and include topics such as Effective Governance, Trustee Roles and Responsibilities, Director of Education Performance Review, Advocacy: Engaging the Public, Running Effective Meetings and Finance. There are currently twenty-one modules with a certificate of completion available to participants.

Financial Implications:

There are no known financial implications at this time.

Strategic Directions:

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