

# Director of Education Performance Appraisal

## Full Evaluation Cycle - Overview & Quick Reference Guide

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### What has changed?

On March 4, 2024, Ontario Regulation (O. Reg.) 83/24 - *Director of Education Performance Appraisal (DPA)* came into effect. Starting in the 2023-24 school year, all publicly funded school boards will be required to annually appraise directors of education based on mandatory assessment criteria and any additional, locally focused priorities identified by a school board.

### What does this mean?

All publicly funded school boards are now required to complete steps 1 – 8 annually, by the key dates set out in O. Reg. 83/24 and noted below. Requirements vary depending on the start date of the director of education; please refer to the technical guide for further information.



- 1 May 15:** Appoint DPA Committee
- 2 July 31:** Develop Performance Plan
- 3 August 15:** Notice of Performance Plan
- 4 Jan 11-31:** Mid-year Feedback & Review
- 5 April 30:** Bi-annual Feedback
- 6 June 30:** Draft Performance Appraisal Report
- 7 July 31:** Review Draft Performance Appraisal Report
- 8 August 15:** Final Performance Appraisal Report