



POLICY SECTION 305: Evaluation of the Director of Education

POLICY

The Ahkwesahsne Mohawk Board of Education believes that evaluation of the Director of Education is an essential component of its mandate. The Board believes the appraisal process clarifies and strengthens the relationship between the Board and the Director. By constructively evaluating the performance of their Director, the Board ensures good educational practices are supported through effective governance and management.

GUIDELINES

Criteria: The criteria to be used in conducting the appraisal of the Director of Education will be based on the job description and expectations of the Director as developed by the Board. Assessment of the annual objectives and priorities developed by the Director of Education will be another criteria for the evaluation

Board Member Responsibility: The Board Chairperson and Co- Chairperson have the responsibility for ensuring that the Director's appraisal is conducted in an efficient and fair manner. All members of the Board are expected to participate in the assessment process.

Director Self-Appraisal: The Board requires the Director of Education to complete an annual self-appraisal of progress in meeting the expectations of the Board. The Director will submit a self-assessment to the Board by May 15th of each year.

Final Appraisal Report: The report will be reviewed by the Chairperson and Co-Chairperson and presented to the Board before discussion with the Director of Education. After meeting with the Director, the Board may modify the report. The Director will be provided an opportunity to attach a response to the report. The final report will be signed by the Chairperson of the Board and by the Director of Education. The report shall be considered confidential and will not be discussed with any other staff or community members.