

Board of Trustees' Self-Assessment Policy

1.0 Rationale

- 1.1 The Board of Trustees is committed to ethical leadership and to continual growth with a view to increasing performance and fostering public confidence in our system. This policy supports these commitments.

2.0 Policy Objective

- 2.1 The objective of this policy is to establish a process for Trustees to evaluate their performance and to set a proactive framework to support continual growth and increased performance.
- 2.2 This policy is to be interpreted and applied in accordance with the District's commitment to promoting and upholding Indigenous rights and human rights in all of its learning and working environments. This includes anti-colonial, anti-discriminatory and anti-racist approaches and actions to provide services and employment that are safe, welcoming, respectful, inclusive, equitable, accessible and free from discrimination and harassment consistent with the DDSB's Indigenous Education Policy, the Human Rights, Anti-Discrimination and Anti-Racism Policy (the "Human Rights Policy"), the Safe and Respectful Workplace and Harassment Prevention Policy and related procedures.

3.0 Application

- 3.1 The Board's self-assessment process occurs annually in accordance with the terms of this Policy.
- 3.2 There may be aspects of the self-assessment that are confidential in nature and conducted in closed session in accordance with the provisions of Section 207(2)(b) of the *Education Act*.
- 3.3 The Board of Trustees will keep the public informed as to when the annual self-assessment has been completed and will share with the public a summary of goals or priorities identified for the coming year to support the growth and increased performance of the Board of Trustees.

4.0 Committee

- 4.1 By this policy, the Board establishes the Board's Self-Assessment Committee ("BSAC") as a Standing Committee of the Board, terms of reference of which are:
- (i) To oversee the selection of any external consultant that the BSAC may, in its discretion, determine ought to be engaged to facilitate the Board's self-assessment under this policy; and

- (ii) To develop and implement the Board's annual self-assessment in conjunction with any external consultant.

5.0 Evaluation Process

- 5.1 Each year, coinciding with the Director of Education's Performance Review, the BSAC shall develop and implement the Board's self-assessment which will culminate in the *Board of Trustees' Annual Self-Assessment Report*, a complete and concise confidential report on the results of the evaluation, which shall be submitted to the Board of Trustees, or the Committee of Whole, as appropriate, for information.
- 5.2 The self-assessment process shall provide for anonymous feedback, through surveys or through confidential interviews conducted by an external consultant (should there be a consultant engaged) and shall, in either case, seek feedback on the following:
 - (i) Performance in carrying out core governance functions;
 - (ii) Commitment to fulfilling the mandate of the Board of Trustees;
 - (iii) Any impediments to respectful relationships amongst Trustees;
 - (iv) The performance of Trustees in: contributing constructively to meetings; coming to meetings prepared; and respecting the views and opinions of other Trustees and the work of staff; and
 - (v) The knowledge of Trustees around the role of the Board and the role of individual Trustees.
- 5.3 The ability to provide feedback (whether through surveys or interviews, as the case may be) is to be offered to each of the Trustees and may be offered to staff members and/or community members as the BSAC may, in its discretion, determine on an annual basis.

6.0 Goals and Priorities

- 6.1 Following completion of the *Board of Trustees' Annual Self-Assessment Report*, the BSAC shall, in conjunction with any external consultant that may be retained, develop goals and priorities for the coming year to support increased performance and the Board's continual growth.

7.0 Annual Public Communication

- 7.1 Annually, at a public meeting of the Board, the Board of Trustees shall:
 - (a) Confirm the completion of the annual self-assessment; and
 - (b) Approve a summary of the goals and priorities for the upcoming year.
- 7.2 Following approval, the summary of the goals and priorities for the upcoming year will be posted publicly on the Board's website.

8.0 Reference Documents

- 8.1 Policies

[DDSB Consolidated By-Laws](#)

[DDSB Board Member \(Trustee\) Code of Conduct](#)

- 8.2 Other Documents (Legislation, Provincial Regulations, Etc.)
[Education Act, R.S.O. 1990, c. E.2, s.207\(2\)\(b\)](#)

Appendix:

None

Effective Date:

2024-04-15

Reviewed and Amended:

YYYY-MM-DD

Reviewed without Amendment:

YYYY-MM-DD