The Honourable Paul Calandra
Minister of Education
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Toronto, ON M7A 0B8
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August 4, 2026

This is to attest that **Thunder Bay Catholic District School Board** has completed the full performance appraisal for their Director of Education, Jean-Paul Tennier, in accordance with the Ontario Regulation 83/24 - Director of Education Performance Appraisal.

Date of Performance Appraisal Completion: July 23, 2026

Bi Annual Feedback:

- ☐ No, this evaluation cycle did not require the inclusion of bi-annual community partner/stakeholder feedback.
- ☑ Yes, this evaluation did include the required bi-annual community partner/stakeholder feedback, and the list of community partners and stakeholders invited to provide feedback is posted on the Board's website.

  Community Partners and Stakeholders:

  - School Board Trustees, Senior/System Leaders and staff reporting directly to the Director, Board Committee Members, Community Partners, Clergy and Pastoral Partners, Catholic School Council Members, and Employee Association Leaders.



Francis Veneruz, Chair of the Board