

## **402.11.1 Teacher Growth, Supervision and Evaluation**

### **Policy**

The Board directs that procedures be developed to ensure the growth, supervision and evaluation of teachers consistent with requirements of the School Act, the Teaching Quality Standard and Alberta Education Policy on Teacher Growth, Supervision and Evaluation.

### **Regulations**

#### **Teacher Growth**

1. All teachers on continuing and probationary contracts with the Board shall complete a professional growth plan each year.
2. The professional growth plan shall:
  - 2.1. reflect goals and objectives based on an assessment of their own learning needs by the individual teacher;
  - 2.2. show a demonstrably relationship to the Teaching Quality Standard; and
  - 2.3. take into consideration the educational plans of the school, the Division and Alberta Education.
3. The development and review of growth plans are part of an inquiry-based professional growth process.

#### **Teacher Supervision**

4. The principal shall provide for on-going supervision of all teachers by:
  - 4.1. providing support and guidance to teachers;
  - 4.2. observing and receiving information from any source about the quality of a teacher's professional practice as delineated in the Teaching Quality Standard; and
  - 4.3. identifying the behaviours or practices of a teacher that for any reason may require an evaluation.

#### **Teacher Evaluation**

5. The principal shall conduct an evaluation of a teacher:
  - 5.1. prior to submitting a recommendation for permanent certification;
  - 5.2. for the purpose of gathering information related to a specific employment decision;
  - 5.3. when, on the basis of information received through supervision, the principal has reason to believe that the teacher's practice may not meet the Teaching Quality Standard
6. The principal may conduct an evaluation of a teacher upon the written request

of the teacher.

7. Administrators shall be evaluated in accordance with Division Policy 303.3 Administrator Growth, Supervision and Evaluation.

The Board delegates to the Superintendent the authority to develop the procedures necessary to implement this policy.

### References

Alberta School Act:	Sections 94, 105, 106, 107, 108, 109
Division Policies:	303.3 Administrator Growth, Supervision and Evaluation
Other:	Alberta Education Teacher Growth, Supervision and Evaluation Policy, Alberta Education Teaching Quality Standard