

ADMINISTRATOR EVALUATION

Background

The Division believes that as part of an accountable and open education system, the school principal and assistant principal are required to focus on the core purpose of the school – providing all students with the best possible opportunities to learn. Consequently, school principals and assistant principals must have a deep and thorough knowledge of teaching and learning so that they are able to serve as instructional, educational and organizational leaders focused on the school's core purpose – student learning.

The evaluation of school administrators will be based upon the *Leadership Quality Standard* within which are nine competencies and indicators.

Leadership Quality Standard

Quality leadership occurs when the leader's ongoing analysis of the context, and the decisions about what leadership knowledge and abilities to apply, result in quality teaching and optimum learning for all school students.

The *Leadership Quality Standard* applies to all leaders employed in a school authority. All leaders are expected to meet the *Leadership Quality Standard* throughout their careers. Principals, as defined under the *School Act*, are accountable for the demonstration of all the competencies.

The *Leadership Quality Standard* is described by the following competencies and indicators:

1. *Fostering Effective Relationships*
2. *Modeling Commitment to Professional Learning*
3. *Embodying Visionary Leadership*
4. *Leading a Learning Community*
5. *Supporting the Application of Foundational Knowledge about First Nations, Metis, and Inuit*
6. *Providing Instructional Leadership*
7. *Developing Leadership Capacity*
8. *Managing School Operations and Resources*
9. *Understanding and Responding to the Larger Societal Context*

Procedures

1. An *Administrator Evaluation* will be conducted at the conclusion of an administrative contract (a one-year contract, a two-year contract, or a three-year contract). For a Principal on a continuous contract, a collaborative (Principal, Superintendent, and/or designate) performance review will be conducted every three years.
 - 1.1 A formal evaluation of a Principal will be conducted by the Superintendent or designate.
 - 1.2 A formal evaluation of an Assistant Principal will be conducted by the Superintendent or designate.
 - 1.3 The evaluation will be based on the *Leadership Quality Standard* (Appendix A).

Reference: Section 20, 60, 61, 113, School Act
Appendix: Administrator Evaluation **422-Appendix** "*Leadership Quality Standard*"
Forms: Administrator Evaluation 422-1
Amended: September 2018