

It is the view of the Council that evaluation of the performance of professional staff is a vital component toward ensuring that quality educational programs are provided to the students in the South Slave Divisional Education Council.

Effective professional development models recognize that educators have a responsibility for their own personal and professional growth. The purpose of this policy is the promotion of quality education on a consistent and ongoing basis. Regular evaluations are intended to:

1. perform a developmental function, i.e., to promote, achieve and maintain a high standard of instruction in the schools, and
2. provide data upon which decisions regarding employment, certification, transfer, promotion and tenure of teachers are made.

REGULATIONS

1) Evaluation Guidelines

- a) Teacher supervision and evaluation is the responsibility of the school principal
- b) Principals are required to follow the multi-path model for staff evaluation as outlined in the *Teacher Growth and Evaluation in the Northwest Territories* document, or an alternative model if approved by the Superintendent
 - i) The school Principal shall compile a list of all teachers indicating which path they are on in each school year. This list shall be updated and submitted to the Superintendent or designate during the first month of each school year.
- c) Each teacher shall be on a path each school year:
 - i) All teachers will be evaluated formally in their first year, second year and every five years thereafter unless warranted or requested by the Superintendent.
 - ii) In alternate years (3, 4, 6-9 years) a Professional Growth Activity is required.

2) Documentation

- a) Provision will be made in the report for comments by the teacher. Where possible, reports should also be signed by the teacher acknowledging receipt of the report.
- b) One copy of the signed report shall be retained by the teacher and one copy shall be submitted to the Superintendent and placed in the teacher's official personnel file.

3) Appeals

- a) A teacher who disagrees with the evaluation done by the school principal may appeal in writing within 30 days to the Superintendent or his/her designate for a second evaluation.

Notwithstanding the above, the Superintendent, being ultimately responsible to the Council for monitoring the performance of teaching staff, may conduct school/classroom visitations and formal evaluations at any time at his/her discretion.

Reference: *Education Act*, Section 78 (2) k
Teacher Growth and Evaluation in the Northwest Territories - June 29, 2004

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