



## EVALUATION AND SUPERVISION OF TEACHERS

<https://www.teachers.ab.ca/News%20Room/Publications/Teachers%20%20Rights%20Responsibilities%20and%20Legal%20Liabilities/Pages/Chapter-9-Teacher-Professional-Growth-Supervision-and-Evaluation.aspx>

Link to ATA website and the Teacher Professional Growth, Supervision and Evaluation Policy

1. Teachers are expected to meet the Alberta Teaching Quality Standard.
2. The Principal shall be responsible for the supervision of a staff member's performance on an ongoing basis.
3. Ongoing supervision shall:
  - a. Provide support and guidance to staff members;
  - b. Include observing and receiving information from any source about the quality of performance; and,
  - c. Identify the behaviors or practices, which for any reason, may require teacher evaluation.
4. Written evaluation shall be completed:
  - a. Upon the written request of a teacher;
  - b. For the purpose of gathering information related to a specific employment decision;
  - c. For the purpose of assessing growth in specific areas of practice; or,
  - d. When the Principal has reason to believe the teacher's performance may not be meeting the Alberta's Teaching Quality Standard and/or CIS expectations for staff.
5. The Principal shall be responsible for ensuring the teacher receives a copy of all evaluation reports, and these evaluation reports shall be considered confidential;
6. The Principal may:
  - a. Advice and counsel a staff member to improve staff performance;
  - b. Require staff to participate in a process or plan to improve professional practice in selected areas identified by the Principal;
  - c. Implement other measures including: non-renewal of contract, suspension or termination of employment.

### ***Annual Professional Growth Plans***

1. All teachers are responsible for developing and implementing an Annual Professional Growth Plan;
2. The Annual Professional Growth Plan shall be designed to improve practice;
3. The plan should be meaningful and related to the teacher's current assignment and/or career goals;
4. As such, the plan shall:
  - a. Reflect goals and objectives based on an assessment of learning needs by the individual teacher;



- b. Show a demonstrable relationship to the Alberta Teaching Quality Standard; and,
  - c. Take into account the Education Plans of the CIS.
5. Each Annual Professional Growth Plan shall include:
- a. A goal/objective statement(s);
  - b. Strategies for achieving the goal/objective;
  - c. Indicators and/or measures of the achievement of the goal/objective; and,
  - d. An estimated timeline for completion of the goal/objective.
6. Each year the Principal, in consultation with the teacher, shall provide the teacher with a summary reflection on:
- a. The degree of success in achieving the goal/objective;
  - b. How the teacher's professional practice has improved; and,
  - c. How student learning has improved.