

**DATE:** September 16, 2014

**TO:** Board of Trustees

**FROM:** Trustee Orville Chubb, Board and Superintendent Evaluation Committee, Chair  
Trustee Ken Gibson, Board and Superintendent Evaluation Committee  
Trustee Sarah Hoffman, Board and Superintendent Evaluation Committee

**SUBJECT:** Board and Superintendent Evaluation Committee: 2013-2014 Superintendent's Evaluation

**RESOURCE STAFF:** Dr. Sandra Stoddard

**REFERENCE:** [February 18, 2014 – Board Report – Report #4 of the Caucus Committee Board Policy FGB.BP – Evaluation of Superintendent of Schools Trustees' Handbook – Section 6.1.3 \(pages 52 to 58\) – Board and Superintendent of Schools Evaluation Committee](#)

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#### **ISSUE**

The Board of Trustees annually provides a summary report of its evaluation of the Superintendent of Schools' performance for the previous school year to the public.

#### **BACKGROUND**

On February 18, 2014, the Board approved the following recommendations:

- 1. That a new Superintendent evaluation instrument be developed to align with the Strategic Plan. The evaluation process will occur once a year and will include a 360-degree process.*
- 2. That Conroy Ross assist the Board and Superintendent Evaluation Committee in the development of a new Superintendent evaluation instrument that could link to the Ideal Candidate Profile and include in a 360-degree feedback process.*

Survey questions were developed in the following areas:

- Visionary Leadership
- Instructional Leadership
- Human Resources Leadership
- Effective Relationships
- Organizational Leadership and Management
- Board Interface
- General Questions and opportunity for comment

Mr. Gordon Syme, Conroy Ross Partners, met one-on-one with all members of the Board and District Support Team as well as additional external stakeholders to gather input. An on-line survey was administered to members of the District Leadership Team (including principals and central leaders) and several key external stakeholders.

**CURRENT SITUATION**

A letter from Mr. Syme with respect to the results of the 2013-2014 Superintendent's evaluation is attached (Attachment I).

**KEY POINTS**

- During 2013-2014, the Superintendent achieved an overall rating of 4.6 on a scale of 1-5. This represents a rating in the outstanding range.

**ATTACHMENTS & APPENDICES**

ATTACHMENT I - Letter from Conroy Ross re 2013-2014 Superintendent's Evaluation

SS:mmf

**CONROY ROSS PARTNERS**

SEARCH &  
CONSULTING

Trustee Orville Chubb  
Chair, Board and Superintendent Evaluation Committee  
Edmonton Public Schools

Re: 2013-2014 Superintendent Evaluation

We have completed the 2013-2014 Superintendent Evaluation on Mr. Darrel Robertson as requested by the Board of Trustees of the Edmonton Public School Board. Our comprehensive evaluation was comprised of a 360 degree review including all Trustees, the District Support Team, the District Leadership Team and a number of external stakeholders. A mix of in-person interviews and on-line surveys were used to collect the feedback from over 266 participants. An overall comprehensive report of the results was prepared for the Board.

The Superintendent achieved an overall rating of 4.6 on a scale of 1 – 5. This represents a rating in the outstanding range. The Superintendent is perceived to be an exceptional leader, who in his brief tenure has been able to create and communicate a strong vision for the future of EPSB. Most stakeholders acknowledged that there has been good progress made in improving the direction of the District and they are confident that this trend will continue during the coming years.

The Superintendent embraces the District Values of Integrity, Equity, Collaboration and Accountability. All respondents were consistent in remarking that the Superintendent “walks the talk” with these values. He has communicated them in a variety of ways, resulting in the values being adopted as foundational to how the District operates.

The opportunities for the Superintendent to develop were focused on the lack of time he has been in the role and that he required more time to make additional positive changes to move EPSB forward. There was a clear expectation that these changes would occur.

In summary, the Superintendent has made an excellent start to his tenure, with very positive feedback across all stakeholder groups.

Regards,

Gord Syme

Principal, Consulting

Conroy Ross Partners