

DATE: June 20, 2017

TO: Board of Trustees

FROM: Trustee Ken Gibson, Governance and Evaluation Committee, Chair
Trustee Nathan Ip, Governance and Evaluation Committee
Trustee Bridget Stirling, Governance and Evaluation Committee

SUBJECT: 2016-2017 Superintendent of Schools' Evaluation

RESOURCE STAFF: Karen Mills

REFERENCE: [Board Policy FGB.BP – Evaluation of Superintendent of Schools Trustees' Handbook – Section 6.1.1 \(pages 45 -47\) Governance and Evaluation Committee](#)

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

The Board believes that an annual performance evaluation of the Superintendent is a vital process for creating and maintaining a healthy and continuously improving school district. In addition, the Board believes that opportunities for regular ongoing dialogue and feedback between the Superintendent and Trustees help to foster a collaborative working environment critical to a high functioning district.

CURRENT SITUATION

A letter from Mr. Syme with respect to the summary of results of the 2016-2017 Superintendent of Schools' evaluation is attached (Attachment I).

KEY POINTS

- The summary letter, submitted by Conroy Ross, of the 2016-2017 Superintendent of Schools' Evaluation states that:
 - The Superintendent achieved an overall rating of 4.7 on a scale of 1 – 5. This represents a rating in the outstanding range. The Superintendent is perceived to be an exceptional leader by the Board, the District Support Team, the District Leadership Team and external stakeholders. Most stakeholders acknowledged that there continues to be good communication around the goal of having an excellent teacher in front of every student and are pleased with a number of key initiatives that have been implemented during the past year.
 - The Superintendent lives the four cornerstones of integrity, equity, collaboration and accountability. All respondents were consistent in remarking that the Superintendent “walks the talk” with these values. He has built very strong relationships with many of the key internal and external stakeholders. His decision making is based on the use of data and stakeholder input, putting the needs of the students at the forefront.

- The opportunities for the Superintendent to develop were focused more on the overall District and less directly on the Superintendent. The most common concerns were in regards to the availability of supply teachers and the workloads of some central leadership staff that provide support to the schools.
- In summary, the Superintendent continues to be seen as an outstanding leader, with very positive feedback across all stakeholder groups.

ATTACHMENTS

ATTACHMENT I June 7, 2017, Letter from Conroy Ross re 2016-2017 Superintendent of Schools' Evaluation

KM:sj

June 7, 2017

Board Chair Michelle Draper
Edmonton Public School Board

Re: 2016 Superintendent Evaluation

We have completed the 2016 Superintendent Evaluation on Mr. Darrel Robertson as requested by 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 external stakeholders. A mix of in-person interviews and on-line surveys were used to collect the feedback from over 267 participants. An overall recap of the results was prepared for the Board.

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In summary, the Superintendent continues to be seen as an outstanding leader, with very positive feedback across all stakeholder groups.

Regards,



Gord Syme

Market Leader
Conroy Ross Partners