

DATE: September 20, 2022

TO: Board of Trustees

FROM: Trustee Marcia Hole, Governance and Evaluation Committee
Trustee Nathan Ip, Governance and Evaluation Committee
Trustee Sherri O’Keefe, Governance and Evaluation Committee, Chair

SUBJECT: 2021-2022 Superintendent of Schools’ Evaluation Summary

RESOURCE STAFF: Karen Mills

REFERENCE: [Board Policy FGB.BP – Evaluation of Superintendent of Schools](#)
[Trustees’ Handbook – Section 6.1.1 Governance and Evaluation Committee](#)

ISSUE

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

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 division. 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 division.

CURRENT SITUATION

A letter summarizing the results of the 2021-2022 Superintendent of Schools’ evaluation is attached (Attachment I).

KEY POINTS

- The summary letter, submitted by Y Station Communications and Research, for the 2020-2021 Superintendent of Schools’ Evaluation notes that:
 - The Superintendent achieved an overall rating of 4.6 on a scale of 1-5. This represents a rating in the outstanding range and is consistent with his results over the past seven years.
 - The Superintendent continues to be highly regarded by Board Trustees, direct reports and leadership team members and is perceived to be an exceptional leader.
 - The Superintendent has become not only a leader for Edmonton Public Schools, but a leader in the province.

ATTACHMENTS

ATTACHMENT I May 27, 2022, Summary letter from Y Station Communications and Research

KM:ca



May 27, 2022
Edmonton Public School Board
Re: 2021 Superintendent Evaluation

We have completed the 2022 Superintendent Evaluation of 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 Division Support Team, the Division Leadership Team and external stakeholders. A mix of interviews via teleconference and on-line surveys were used to collect the feedback from a total of 195 participants. An overall recap of the results was prepared for the Board. Data collection for the in-depth interviews began during the week of April 4, 2022. New this year prior to the interviews, Trustees and Division Support Team members completed a survey where they rated the Superintendent on his performance related to the indicators in Alberta Education's Superintendent Leadership Quality Standard.

The Superintendent achieved an overall rating of 4.6 on a scale of 1 to 5. This represents a rating in the outstanding range. The Superintendent is perceived to be an exceptional leader by the Board, the Division Support Team and the Division Leadership Team. He is a strategic thinker who is able to navigate difficult situations and pivot quickly and efficiently when required.

The Superintendent has built very strong relationships. His excellent communication skills have been proved vital this year with the implementation of the new Board of Trustees. Those in the division are able to reach out to him for advice and guidance. He models a commitment to professional learning and provides those around him the opportunity to do the same. Equity within schools is a priority for the Superintendent and every decision is made with student success as the primary focus.

The opportunities for the Superintendent to develop were focused on the ability to have difficult conversations with those who are not performing to his standards and ensuring that directors and managing directors have the confidence and feel empowered to make decisions to become more solutions-focused.

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

Regards,
Tracy With
COO & Partner Y Station Communications & Research