

DATE: June 18, 2024

TO: Board of Trustees

FROM: Trustee Marsha Nelson, Governance and Evaluation Committee
Trustee Sherri O’Keefe, Governance and Evaluation Committee, Chair
Trustee Saadiq Sumar, Governance and Evaluation Committee

SUBJECT: 2023-2024 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 2023-2024 Superintendent of Schools’ evaluation is attached (Attachment I).

KEY POINTS

- The survey and interviews are based directly on the indicators in Alberta Education’s [Superintendent Leadership Quality Standard](#).
- The Superintendent achieved an overall rating of 4.6 out of 5. This represents a rating in the outstanding range and is consistent with his rating since 2021.
- Y Station conducted individual online interviews with eight Trustees and 12 members of the Division Support Team (DST). In addition, an online survey was administered to collect feedback from Division Leadership Meeting (DLM) members, which is composed of central leaders and all school principals.
- The Superintendent continues to be highly regarded by Trustees, DST and DLM members. He is seen as a highly strategic leader, who is constantly searching for innovative solutions that keep the future of the Division and the success of every student at the forefront. He models the core values of accountability, collaboration, equity and integrity.

ATTACHMENTS

ATTACHMENT I May 29, 2024, Summary letter from Y Station Communications and Research

KM:ca



May 29, 2024

Edmonton Public School Board

Re: 2024 Superintendent Evaluation

Y Station has completed the 2024 Superintendent Evaluation of Mr. Darrel Robertson (“the Superintendent”) 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, and the Division Leadership Team. The Superintendent’s performance was rated based on the indicators in the Alberta Education’s Superintendent Leadership Quality Standard.

A mix of virtual interviews and online surveys were used to collect the feedback from a total of 194 participants. Data collection for the in-depth interviews began during the week of March 11, 2024 and concluded on April 8, 2024. Prior to the interviews, Trustees and Division Support Team members completed a survey where they rated the Superintendent on his performance, these results shaped the interview discussions. An overall recap of the results was prepared for the Board.

The Superintendent achieved an overall rating of 4.6 on a scale of 1 to 5. This represents a rating in the outstanding range and reflects previous evaluation results. The Superintendent is perceived to be an exceptional leader by the Board, the Division Support Team and the Division Leadership Team. He is a solution-focused, collaborative leader who approaches challenges with fact-based decisions.

The Superintendent works diligently to anticipate issues and to maximize outcomes for all students within the resource parameters he is given. He is noted for his dedication to achieving the goals set in the strategic plan. He embodies the core values of integrity, equity, collaboration, and accountability. He is a strategic thinker who is constantly searching for innovative solutions that keep the future of the Division and the success of every student at the forefront.

The opportunities for the Superintendent to develop were succession planning to strengthen capacity and balance the workload of all central team members, to continue to support Trustees to debate and explore complex issues. Additionally, Principals noted the desire to have more school visits from the Superintendent.

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

Regards,

Tracy With

Partner, Chief of Research & Evaluation

Y Station Communications & Research