

Date	September 15, 2026
To	Board of Trustees
From	Trustee Sarah Doll Trustee Melanie Hoffman, Chair Trustee Sherri O’Keefe
Subject	2025-2026 Superintendent of Schools’ Evaluation Summary
Resource Staff	Kelsey Duebel
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 (the Board) annually provides a summary to the public of its evaluation of the Superintendent of Schools’ performance for the previous school year.

KEY POINTS

- The Superintendent of Schools’ 2025-26 evaluation was completed in alignment with [Board Policy FBG.BP Evaluation of Superintendent of Schools](#).
- As outlined in the summary ([Attachment I](#)):
 - The evaluation was conducted with support from an external consultant from the Public School Board Association of Alberta (PSBAA).
 - The evaluation was focused on alignment with the Superintendent Leadership Quality Standard.
 - The approach to the evaluation reflected that the 2025-26 school year was the first year of the current Superintendent’s contract and the first year of the current Board of Trustees’ 2025-29 term.
 - All members of the Division Support Team and Board of Trustees were interviewed by the consultant.
 - A summary of the results was provided to the Caucus Committee for discussion with the Superintendent.
 - Combined input from the Board of Trustees and the Division Support Team indicates the Superintendent is seen as a strong leader and proficient in his overall duties as they relate to the Superintendent Leadership Quality Standards.

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 summary outlining the results of the 2025-2026 Superintendent of Schools' evaluation is attached ([Attachment I](#)).

ATTACHMENTS and APPENDICES

ATTACHMENT I Summary of Evaluation

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Summary of Evaluation

Overview

The 2025-26 Superintendent Evaluation of Mr. Ron Thompson (“the Superintendent”) was completed between April and June 2026. The Superintendent was provided the opportunity to present an overview of his key responsibilities and accomplishments to the Caucus Committee prior to the evaluation commencing. The evaluation consisted of individual interviews conducted by an external consultant with the Board of Trustees and staff from the Division Support Team (DST). The questions addressed areas in the Superintendent Leadership Quality Standards (SLQS).

Following the interviews, the external consultant shared the results with the Chair of the Governance and Evaluation committee and the Superintendent. A summary of the feedback gathered was shared with the Caucus Committee and Superintendent for discussion.

Results

Combined input from the Board of Trustees and the Division Support Team indicates the Superintendent is seen as proficient in his overall duties as they relate to the Superintendent Leadership Quality Standards. The Superintendent is perceived to be a strong leader by the Board and Division Support Team. Results indicate the Superintendent has strengths in Building Effective Relationships, Visionary Leadership, Leading Learning, and School Authority Operations and Resources.

The Superintendent’s decision making is consistently emphasized as student-centred with a focus on student success. He has demonstrated responsible financial stewardship and has ensured the Board is informed and supported in their governance role. The Superintendent has strong alignment with the Strategic Plan and organizational values of accountability, collaboration, equity and integrity. Overall his leadership is characterized by high levels of trust, communication, and a positive transition in his first year as Superintendent.

Opportunities for the Superintendent to develop were to articulate a unified system vision and ensure current structures align with the goals and operational needs of the Division. There is also a desire for proactive leadership in responding to external and political pressures.

In summary, the Superintendent is seen as a strong leader with positive feedback from the Board of Trustees and the Division Support Team.