

## EDMONTON PUBLIC SCHOOLS

March 24, 2009

TO: Board of Trustees

FROM: Trustee D. Fleming, Planning and Policy Committee  
Trustee G. Gibeault, Chair Planning and Policy Committee  
Trustee K. Shipka, Planning and Policy Committee

SUBJECT: Board Policy Review - GGC.BP Staff Performance

ORIGINATOR: B. Tams Assistant Superintendent

RESOURCE  
STAFF: David Fraser, Mark Liguori, Ellen Ogilvy

### RECOMMENDATION

That revised Board Policy GGC.BP Staff Performance (Appendix I) be considered for the third time and approved.

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#### Background

The existing policy has been in place since May 1999. The policy has been reviewed by staff in Personnel Staff Relations and Support Services. A small editorial change is recommended.

#### Rationale

This policy continues to guide the supervision and evaluation of staff in the District. An editorial change is recommended as Alberta Learning Policy 2.1.5 is now known as Alberta Education Policy 2.1.5.

Responses were received from 39 people on the web survey. Sixty-four percent were staff members, 26% were administrators, five percent were parents and five percent were community members. Eighty-two percent indicated the policy was clear, 89% said there were no additional elements needed and 94% indicated nothing should be deleted from the policy.

Additional clarification was requested regarding how standards are defined. There were two comments on the need to hold supervisors accountable for the completion of performance evaluations. One community member indicated that the public wanted more than a summary response regarding the performance of staff. Other points mentioned by the survey respondents are addressed in the administrative regulation.

Representatives from our staff groups reviewed this policy, and none saw need to change the policy. Some changes are contemplated in the administrative regulations as a result of feedback from the staff groups. Consultation is on-going with all our staff groups to ensure that our evaluation processes are fair and seen to be fair.

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APPENDIX I: Revised Board Policy GGC.BP Staff Performance

# Edmonton Public Schools

## Board Policies and Regulations

CODE: GGC.BP  
TOPIC: Staff Performance

EFFECTIVE DATE: 26-05-1999  
ISSUE DATE: 27-05-1999  
REVIEW DATE: 05-2004

The Board believes that an ongoing process of continuous growth, supervision and evaluation for improved staff performance is essential in achieving the mission of the District.

The Board believes that all staff are responsible and accountable for meeting the performance standards of their positions.

The Superintendent of Schools shall be responsible for providing information, which summarizes the application of this policy to the public through the District's annual review of its results.

### References:

[GAA.BP](#) - Personnel Policies Priority Objectives

[GGC.AR](#) - Staff Performance

[School Act](#) Sections 18 and 20

[Alberta Learning Education Policy 2.1.5](#) - Accountability in Education Teacher Growth, Supervision and Evaluation

[Ministerial Order 016/97](#) - Teaching Quality Standard Applicable to the Provision of Basic Education in Alberta

[Freedom of Information and Protection of Privacy Act](#)