

EDMONTON PUBLIC SCHOOLS

October 14, 2008

TO: Board of Trustees

FROM: Trustee G. Rice, Conference Committee Chair

SUBJECT: Report #2 of the Conference Committee (From the Meeting Held October 14, 2008)

RECOMMENDATION

1. That Report #2 of the Conference Committee from the meeting held October 14, 2008 be received and considered.

2007-2008 Evaluation of the Superintendent of Schools

2. That the verbal report regarding the 2007-2008 Evaluation of the Superintendent of Schools be approved.

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A copy of the verbal report will be included in the minutes for the October 14, 2008 board meeting.

AS:mmf

**2007-2008 Evaluation of Superintendent of Schools  
October 14, 2008 Board Meeting**

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The board of trustees recently completed its annual review of the superintendent of schools. This evaluation is for the period of October 2007 to October 2008, and reflects on the work of Superintendent Edgar Schmidt for that period.

The evaluation of the superintendent by the board is a thorough process. The superintendent is evaluated in six categories, including vision and leadership, board and superintendent relations, communications, management, personal attributes and accomplishments. Trustees rate the superintendent against rigorous criteria for each category. Trustees are also given the opportunity to provide additional comments. The evaluation process also includes a review of the specific goals and action plans the superintendent has identified for the term of the evaluation. During the evaluation Trustees were asked to consider the Superintendent's work in relation to the district's mission, district priorities, the Superintendent's decision unit plan and the Board strategic plan.

In its evaluation, the Board noted Mr. Schmidt's integrity and vision which have brought about a focus and a calm sense of shared purpose to the organization. He has established an expectation that all students will participate fully in the education system and that district staff will strive to prepare all students for high school completion. His commitment to distributed leadership and empowering district leaders was evidenced by his move to place Assistant Superintendents in a line position as direct supervisors of district principals.

The Board is pleased that the high school completion rate has improved again this year and while the Grade 3 English Language Arts results as an indicator to future schooling success show a slight reduction, the Board expects that the superintendent will implement appropriate supports to address the challenges and to bring about improvements in this area.

The work of Edmonton Public Schools continues to be recognized world wide. This is chronicled in educational publications and requests from delegations to visit the District. The establishment of a Confucius Institute and formal agreements with a number of countries for second language development has contributed to the excellent reputation of our District. The fact that Edmonton Public Schools continues to be highly regarded by other educational communities is a tribute to the exemplary skills Mr. Schmidt brings to the superintendency and his exceptional efforts in advancing the quality of teaching and learning.

Through its positive evaluation, the Board has demonstrated a high level of confidence in Superintendent Schmidt. The Board views him as a man who acknowledges the diversity among the trustees, and who is able to respond to each trustee in a balanced and respectful way. He is recognized for his excellent interpersonal skills. He acts with integrity, he is credible, he leads by example, and he is a man who holds himself accountable for achieving results.