

PROFESSIONAL EVALUATION POLICY

Policy Statement

The Eastern School Board shall maintain a professional growth and evaluation program in order to foster continuous professional growth and development in teaching and learning.

Rationale

A clearly defined Professional Evaluation Policy is designed to strengthen learning communities where all individuals take responsibility for improving the quality of education and enhancing student achievement. The School District is responsible for assisting with staff self evaluation and reflection which will improve professional competencies and strengthen the knowledge, skills, and attitudes that are inherent to quality teaching and learning.

Scope

This policy is applicable to all teachers as defined by the NLTA Collective Agreement within the Eastern School District.

Procedures

1. The District shall establish Administrative Regulations which will govern the implementation of this policy.
2. The Administrative Regulations for this policy will be reviewed by the CEO/Director of Education in consultation with the District Administrative Staff.
3. All probationary and long term replacement teachers will be evaluated using Module 1 of the Professional Evaluation Policy.
4. All tenured teachers will be placed on a 5 year appraisal cycle and be evaluated using Module 2 of the Professional Evaluation Policy.
5. Tenured teachers requiring professional improvement shall be evaluated using Module 3 of the Professional Evaluation Policy.
6. Module 3 will consist of both formative and summative evaluation components as directed by the Assistant Director of Education, Human Resources and School Leadership or designate.

7. The Assistant Director of Education, Human Resources and School Leadership and/or designate shall be responsible for monitoring the receipt and filing of all evaluation reports and documentation.