

Policy Statement

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

Rationale

A clearly defined professional evaluation policy serves a number of important purposes, which include the following:

- fostering a professional community of learners
- ensuring staff members, as individuals, take responsibility for each child's learning
- improving the quality of education
- enhancing student achievement
- improving the school and classroom learning environment
- meeting Provincial and District requirements
- ensuring fulfillment of professional responsibilities
- fostering and recognizing excellence
- promoting reflective practice
- assisting all staff self-evaluation, improving professional competencies and career development
- providing information used in administrative decision making such as rehiring, tenure and promotion

Scope

This policy applies to staff (teachers, administrators, specialists teachers, program specialists) as defined by the NLTA Provincial Collective Agreement within the Eastern School District.

All staff will undergo a periodic evaluation within the professional development process. They will work more formally with the school/district administrative team in the development, implementation and evaluation of their professional evaluation program. All probationary and replacement staff as defined by District Policy and those tenured staff as identified by administrators or District Personnel shall be involved.

The following modules are included:

Teachers

- Module One: Probationary & Replacement Teachers Under Summative Evaluation
- Module Two: Tenured Teachers Under Formative Evaluation
- Module Three: Tenured Teachers Under Summative Evaluation

Administrators

- Module Four: Probationary Administrators Under Summative Evaluation
- Module Five: Tenured Administrators Under Formative Evaluation
- Module Six: Tenured Administrators Under Summative Evaluation

Teachers with Special Assignments

- Module Seven: Probationary & Replacement Teachers With Special Assignments Under Summative Evaluation
- Module Eight: Tenured Teachers With Special Assignments Under Formative Evaluation
- Module Nine: Tenured Teachers With Special Assignments Under Summative Evaluation
- Staff refers to all teachers, specialist teachers, administrators, and program specialists.

Procedures

The development of Administrative Regulations regarding the teacher evaluation program will be the responsibility of the Director of Education and his/her designate. The Administrative Regulations will be reviewed annually by the Director in consultation with the Administrative Council and the Regional Administrative Councils (see Appendix).