



# E/V/3 – Growth, Supervision and Evaluation of School Administrators

**E/V/3**

EFFECTIVE: November 23, 2005

REVISED: September 24, 2014

REVIEW: 2021-2022

## **1.0 POLICY**

- 1.1 The Board believes the performance of school administrators (school principal and vice-principal) is central to its mission of achieving Division goals relative to student learning and building an inclusive school community.
- 1.2 To this end, the Board believes in on-going school administrator growth, supervision and evaluation.
- 1.3 Furthermore, the Board believes school administrators must be fully involved in and accountable for their own growth, learning, development and evaluation.
- 1.4 Finally, the Board believes the division has a responsibility to provide support and direction to school administrators in meeting the Principal Quality Practice Guideline and division goals and priorities.

## **2.0 GUIDELINES**

- 2.1 The Board delegates to the Superintendent or designate the responsibility for the implementation of this policy.
- 2.2 The Superintendent shall annually report to the Board actions that have been taken to maintain or enhance the quality of school administration.

---

### **Definitions: (1)**

**Professional Growth:** A career-long learning process whereby an administrator annually develops and implements a plan to achieve professional learning objectives or goals that are consistent with the Principal Quality Practice Guideline and division goals and priorities.

**Supervision:** An on-going process which involves the responsibility of the Superintendent or designate to provide support, guidance and direction to facilitate the growth and development of school administrators.

**Evaluation:** A formal process of gathering, recording and assessing performance over time to provide clear and specific feedback to school administrators that validates, strengthens and/or identifies areas of professional practice for change or in need of attention. Evaluation processes are critical for professional growth, contractual designations and/or other related employment decisions.

---

References: (1) Professional Growth, Supervision and Evaluation Model for Administrators: Definitions.  
Alberta Teachers' Association, Alberta, Canada  
*Admin Practice(s): HRM 55 - Growth, Supervision and Evaluation of School Administrators*