

Asasa Learning School Authority 0235

Teacher Growth, Supervision and Evaluation 2.0
Updated: July 10, 2018
Approved by: Board of Directors
Applies to: All Alberta Certified Teaching Staff

Objective: Adopted from the Policy for Teacher Growth, Supervision and Evaluation as per Alberta Education. This policy will serve as a framework to ensure the teachers teaching in the School Authority are conducting themselves in a manner that maximizes student learning outcomes as defined by Alberta Education.

Policy: This policy is designed to assist the principal in ensuring the continuous process of teacher growth, supervision and evaluation is carried out. Furthermore, it is designed so that all processes and results are easily communicated to another principal, should such a need arise, and be carried out for the purpose of improving student learning outcomes. The goal of the policy is to maintain high academic instruction standard across the School Authority. This policy is adapted from Alberta Education's Policy for Teacher Growth, Supervision and Evaluation located at <http://education.alberta.ca/teachers/certification/standards/teacher.aspx>

The following regulations must be referred in conjunction with this policy; The *Certification of Teachers Regulation*, the *Practice Review of Teachers Regulation*, the *Private Schools Regulation*, and the *Teaching Quality Standard* (Ministerial Order 016/97). These regulations can be accessed at <http://education.alberta.ca>

Procedure

1. Growth

Teachers are required to prepare a growth plan which outlines the goals and objectives based on an assessment of learning needs by the individual teacher. The demonstrable relationship to the teaching quality standard, the integration of the school's unique philosophy and Alberta Education's goals should also comprise part of the growth plan. This plan is to be submitted prior to September 1st of each academic school year to the principal.

The plan should conform to the following standards:

- i. Include the name, year of instruction, Alberta Teacher Certificate number and signature of teacher on each page
- ii. Submit strategies for at least the following three components:

- a. Goals and objectives for the teacher based on learning needs.
- b. How the teacher meets and will continue to meet the teaching quality standard as defined by the Teaching Quality Standard Regulation and,
- c. Integrate the school's unique philosophy and Alberta Education's goals in his or her professional growth plan.

2. Supervision

The principal is to provide support and guidance to teachers. The process and result of teacher evaluation assists the principal in effective supervision of teachers to ensure educational interests of students and provision of optimum learning takes place. The principal has, at his or her disposal, a variety of means through which supervision may take place; monitoring of lesson plans, atmosphere of the classroom and group dynamics within teachers.

3. Teacher Evaluation

The purpose of teacher evaluation by the principal is to ensure that the teacher is following the Alberta Education curriculum, continues to demonstrate professionalism, observes the school's safety procedures and Code of Conduct Policy 6.0. There are two evaluations each year. Principal can use a detailed checklist that may comprise part of the evaluation, covering a wide area of teacher's performance evaluation. The teacher who is being evaluated will be provided the criteria according to which he or she is to be evaluated.