

**ANGLOPHONE SOUTH DISTRICT EDUCATION COUNCIL**

**POLICY TYPE:** Executive Limitations

**POLICY NO.:** EL-5

**POLICY TITLE:** Staff Evaluation

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**LEGISLATIVE AUTHORITY:**

With respect to performance evaluation for educators, the Superintendent shall not fail to develop an evaluation process that links employee performance to their contribution toward achieving the District Education Council's policies related to teaching and learning.

Accordingly, the Superintendent shall not:

1. fail to develop and administer an evaluation procedure for educators that is designed to:
  - a. improve instruction,
  - b. measure professional improvement, development and performance,
  - c. document unsatisfactory and excellent performance,
  - d. link performance with multiple measures of student performance, and
  - e. assure that instructional time is used to the maximum advantage of students.
2. fail to develop and administer an evaluation system for non-instructional personnel that is designed to:
  - a. measure improvement, development and performance, and
  - b. document unsatisfactory and excellent service.
3. fail to provide to Council an annual report on the effectiveness of the evaluation protocol and its alignment with Councils End's policies related to teaching and learning.

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**Adopted: October 2012**

**Revised:**

**Review Method: Executive Report**

**Review Frequency: Annual – March 10, 2021**