

# SCHOOL DISTRICT NO. 48 (SEA TO SKY)

## REGULATION 400 - STAFF PERSONNEL

<b>R402</b>	<b>PROFESSIONAL STAFF EMPLOYMENT</b>
<b>R402.1</b>	<b>Evaluation of Teacher Performance and Supervision for Learning</b>

This Regulation accompanies Policy No. 402.1 Evaluation of Teacher Performance and Supervision for Learning. The Policy and the accompanying Regulations and Administrative Procedures are based on the expectation that teachers, as professionals, will continually strive to improve their practice.

There are two aspects in the supervisory support to teachers: one is the evaluation of teacher performance which is a formal process leading to a summative report and the other is supervision for learning supporting the formative process, which is the the ongoing improvement in professional practice.

There are eight guiding principles which will direct the administrative procedures:

1. The purpose of supervision and evaluation is to provide a positive approach to maintaining quality instruction to maximize effective student learning.
2. Mutual trust is necessary for healthy professional growth.
3. Both supervision and evaluation reaffirm, identify and develop standards of excellence.
4. Both supervision and evaluation processes need to be clearly articulated and transparent.
5. Supervision and evaluation focus on student and learning about and from professional practice, instructional leadership, the art and science of teaching, problem solving, and about students.
6. Supervision and evaluation is marked by open, two-way communication, clear expectations and shared responsibility.
7. Supervision and evaluation will exhibit fair and consistent practice.
8. Supervision and evaluation have the shared goal of improvement of instruction and student learning.

The Administrative Procedures accompanying this policy and regulation provide direction for the implementation of the policy and regulations.