

Adopted	April 12, 2007
Revision Date	October 13, 2015
Review Year	2020

**Background/Purpose:**

The Board of Directors of Aurora School recognizes that excellence in education for students is determined by the quality and commitment of their teachers.

**Policy Statement:**

The Board is committed to a process that ensures Aurora's teachers are the best. To do that, the Board will support its teachers toward their reaching the highest possible standards of "professional obligation." To this end, the Board supports a continuous program for its teachers that are consistent with Alberta Education policies and regulations related to certificated teacher growth, supervision and evaluation and to Aurora's standards of professional obligation.

**Guidelines:**

- A.** The Board of Directors expects that the implementation of the teacher professional obligation, supervision and evaluation policy will:
1. ensure that a quality education is being offered to all students in the Aurora School
  2. affirm the worth and dignity of all the parties involved
  3. clearly communicate performance expectations
  4. provide a basis for professional growth and development
  5. acknowledge effective teaching/performance
  6. assist teachers in the development of strategies/skills to support improved performance
  7. assess the quality of instruction
  8. provide information to be employed in decisions regarding permanent certification, awarding of continuous contract, promotion, salary, dismissal and provision of reference
- B.** The teacher professional obligation, supervision and evaluation process recognizes the following:
1. communication of clear goals, expectations and criteria for performance by evaluators is essential to effective teacher appraisal
  2. the individual has personal responsibility and accountability for his/her performance
  3. in order to be effective at assessment and at facilitating teacher growth, evaluators must possess a sound knowledge of what constitutes effective teaching
  4. evaluators must possess the skills necessary to recognize, understand, and communicate what constitutes effective performance for each teacher
- C. OTHER**
1. This policy does not restrict:
    - a. The Principal from taking disciplinary or other action, as appropriate, where the Principal has reasonable grounds for believing that the actions or practices of a teacher endangers the safety of students, constitutes a neglect of duty, breach of trust or refusal to obey a lawful order of the school authority.
    - b. The Board or Superintendent from taking any action or exercising any right or power under the *Education Act*.

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**Accountability:**

*Annual review by the Superintendent and monitored on a five year cycle by the Board of Directors in accordance with its annual work plan.*

**References:**

- AR 5200 Teacher Growth, Supervision and Evaluation*
- AR 5200.1 Appendix 1 Professional Growth Plan*
- AR 5200.2 Appendix 2 Teacher Evaluation Report*