

**DATE:** May 31, 2016

**TO:** Board of Trustees

**FROM:** Trustee Ken Gibson, Board and Superintendent Evaluation Committee  
Trustee Michael Janz, Board and Superintendent Evaluation Committee  
Trustee Bridget Stirling, Board and Superintendent Evaluation Committee, Chair

**SUBJECT:** 2015-2016 Superintendent of Schools' Evaluation

**RESOURCE** Dr. Sandra Stoddard, Executive Director, Governance, Strategic Services and Support for Schools, Corporate Secretary

**REFERENCE:** [Report #6 of the Caucus Committee \(From the Meetings Held April 26 and May 3, 2016\)](#)  
[Board Policy FGB.BP – Evaluation of Superintendent of Schools](#)  
[Trustees' Handbook – Section 6.1.1 \(pages 54 to 55\) – Board and Superintendent of Schools Evaluation Committee](#)

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## ISSUE

The Board of Trustees annually provides a summary report of its evaluation of the Superintendent of Schools' performance for the previous school year to the public.

## BACKGROUND

The Board believes that an annual performance evaluation of the Superintendent is a vital process for creating and maintaining a healthy and continuously improving school district. In addition, the Board believes that opportunities for regular ongoing dialogue and feedback between the Superintendent and Trustees help to foster a collaborative working environment critical to a high functioning District.

## CURRENT SITUATION

A letter from Mr. Syme with respect to the summary of results of the 2015-2016 Superintendent of Schools' evaluation is attached (Attachment I).

## KEY POINTS

- The summary letter submitted by Conroy Ross of the 2015-2016 Superintendent of Schools' Evaluation states that:
  - The Superintendent achieved an overall rating of 4.6 on a scale of 1 – 5. This represents a rating in the outstanding range. The Superintendent is perceived to be an exceptional leader by the Board, the District Support Team and the District Leadership Team. Most stakeholders acknowledged that there continues to be good progress in improving the direction of EPSB and are pleased with a number of key initiatives that have been implemented during the past year.
  - The Superintendent lives the four cornerstones of Integrity, Equity, Collaboration and Accountability. He has built very strong relationships with many of the key internal and external stakeholders. His decision making is based on the use of data and stakeholder

- input, putting the needs of the students at the forefront. All respondents were consistent in remarking that the Superintendent “walks the talk” with these values.
- The opportunities for the Superintendent to develop were focused on more on the overall district and less directly on the Superintendent.
  - In summary, the Superintendent continues to be seen as an outstanding leader, with very positive feedback across all stakeholder groups.

**ATTACHMENTS**

ATTACHMENT I - Letter from Conroy Ross re 2015-2016 Superintendent of Schools’ Evaluation

SS:sj

**CONROY ROSS PARTNERS**SEARCH &  
CONSULTING

Trustee Michael Janz

Edmonton Public School Board

Re: 2015 Superintendent Evaluation

We have completed the 2015 Superintendent Evaluation on Mr. Darrel Robertson as requested by the Board of Trustees of the Edmonton Public School Board. Our comprehensive evaluation comprised of a 360 degree review including all Trustees, the District Support Team, and the District Leadership Team. A mix of in-person interviews and on-line surveys were used to collect the feedback from over 266 participants. An overall recap of the results was prepared for the Board.

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The Superintendent lives the four cornerstones of Integrity, Equity, Collaboration and Accountability. He has built very strong relationships with many of the key internal and external stakeholders. His decision making is based on the use of data and stakeholder input, putting the needs of the students at the forefront. All respondents were consistent in remarking that the Superintendent “walks the talk” with these values.

The opportunities for the Superintendent to develop were focused on more on the overall district and less directly on the Superintendent.

In summary, the Superintendent continues to be seen as an outstanding leader, with very positive feedback across all stakeholder groups.

Regards,



Gord Syme

Market Leader

Conroy Ross Partners