

**DATE:** September 22, 2015

**TO:** Board of Trustees

**FROM:** Trustee Sherry Adams, Board and Superintendent Evaluation Committee  
Trustee Ken Gibson, Board and Superintendent Evaluation Committee, Chair

**SUBJECT:** 2014-2015 Superintendent of Schools' Evaluation

**RESOURCE**

**STAFF:** Dr. Sandra Stoddard

**REFERENCE:** [January 20, 2015 – Board Report – Report #6 of the Caucus Committee Meeting](#)  
[Board Policy FGB.BP – Evaluation of Superintendent of Schools](#)  
[Trustees' Handbook – Section 6.1.3 \(pages 54 to 56\) – 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 and Superintendent of Schools Evaluation (BSEC) Committee met on October 23, 2014 to discuss the 2014-2015 Superintendent of Schools' evaluation process. The Committee recommended that the same process from 2013-2014 be utilized for the 2014-2015 evaluation and that Conroy Ross be contracted to assist the Committee in submitting a final report. Due to the fact that a determination of reappointment of Darrel Robertson, for the position of Superintendent of Schools would need to be made, the Board felt contracting an external company to conduct the evaluation was a transparent and non-biased approach.

On January 6, 2015, Mr. Gord Syme of Conroy Ross met with the BSEC Committee to confirm details relative to the evaluation tool and process. He also met with the Superintendent of Schools to review the process, discuss the 360 degree feedback tool and confirm the list of key stakeholders who would participate in the evaluation process. On January 20, 2015, the Board approved the following recommendations:

1. *That the contracting of Conroy Ross to assist the Board and Superintendent Evaluation Committee in conducting the 2014-2015 Superintendent of Schools' Evaluation be approved.*
2. *That the process and timeline as outlined in the consulting request for proposal from Conroy Ross with respect to the 2014-2015 Superintendent of Schools' Evaluation be approved.*
3. *That the costs for conducting the 2014-2015 Superintendent of Schools' Evaluation be taken from the Board Initiative Fund.*

Survey questions were asked in the following areas:

- Visionary Leadership
- Instructional Leadership
- Human Resources Leadership
- Effective Relationships
- Organizational Leadership and Management
- Board Interface
- General Questions and opportunity for comment

Throughout February and the beginning of March, Mr. Syme and Mr. Tyler Shapka conducted interviews with all members of the Board of Trustees, the District Support Team and four key external stakeholders. In addition, an online survey was administered to collect feedback from all District Leadership Members (DLM), which is comprised of all school principals and central office leaders.

On March 10, 2015 Mr. Syme and Mr. Shapka, met with the BSEC Committee to share the 2014-2015 Superintendent of Schools' Evaluation Survey Results. Mr. Syme also reviewed the survey results with the Superintendent of Schools on March 19, 2015.

On April 7, 2015, Mr. Shapka of Conroy Ross met with the Caucus Committee to discuss the results of the 2014-2015 Superintendent of Schools' Evaluation Survey.

### **CURRENT SITUATION**

A letter from Mr. Syme with respect to the summary of results of the 2014-2015 Superintendent of Schools' evaluation is attached (Attachment I). This summary is similar to what is prepared by the external auditor for the Audit Committee and will be reported to the public as part of the Board's annual accountability practices.

### **KEY POINTS**

The summary letter submitted by Conroy Ross of the 2014-2015 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, who has created and communicated a strong vision for the future of EPSB. Most stakeholders acknowledged that there has been good progress made 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 strong relationships with many of the key internal and external stakeholders. His increasing use of data and stakeholder input has allowed several difficult decisions to be made and implemented with little opposition. 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 the amount and pace of change that has occurred during the past year.

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

**ATTACHMENT**

ATTACHMENT I - Letter from Conroy Ross re 2014-2015 Superintendent of Schools' Evaluation

SS:mmf

**CONROY ROSS PARTNERS**SEARCH &  
CONSULTING

Board and Superintendent Evaluation Committee

Edmonton Public School Board

Re: 2014-2015 Superintendent of Schools' Evaluation

We have completed the 2014-2015 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, the District Leadership Team and a number of external stakeholders. A mix of in-person interviews and on-line surveys were used to collect the feedback from over 279 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 strong relationships with many of the key internal and external stakeholders. His increasing use of data and stakeholder input has allowed several difficult decisions to be made and implemented with little opposition. 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 the amount and pace of change that has occurred during the past year.

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

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