

DATE: June 19, 2018

TO: Board of Trustees

FROM: Trustee Ken Gibson, Governance and Evaluation Committee, Chair
Trustee Michael Janz, Governance and Evaluation Committee
Trustee Cheryl Johner, Governance and Evaluation Committee

SUBJECT: 2018-2019 Superintendent of Schools' Evaluation

RESOURCE STAFF: Karen Mills

REFERENCE: [Board Policy FGB.BP – Evaluation of Superintendent of Schools](#)
[Trustees' Handbook – Section 6.1.1 Governance and Evaluation Committee](#)

ISSUE

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

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 summarizing the results of the 2018-2019 Superintendent of Schools' evaluation is attached (Attachment I).

KEY POINTS

- The summary letter, submitted by Optimum Talent, for the 2018-2019 Superintendent of Schools' Evaluation states that:
 - The Superintendent achieved an overall rating of 4.7. This represents a rating in the outstanding range and is consistent with his results over the past five years.
 - His overall rating from the Board (4.9) is the highest it has been since he was hired. The Superintendent continues to be highly regarded by all Board Trustees, direct reports and leadership team members. He is seen as a highly strategic leader, whose commitment to the District vision has not wavered.
 - The Superintendent has consistently demonstrated his desire to have an excellent teacher in front of every student. His thinking, planning and execution are directed towards this goal.
 -
- In summary, the Superintendent continues to be seen as a strong and visionary leader by Trustees, the District Support Team, District leaders and external stakeholders.

ATTACHMENTS

ATTACHMENT I June 14, 2019, Summary letter from Optimum Talent

KM:sj



June 19, 2019

Trustee Michelle Draper

Edmonton Public School Board

Re: 2019 Superintendent Evaluation

We have completed the 2019 Superintendent Evaluation on Mr. Darrel Robertson as requested by the Board of Trustees of the Edmonton Public School Board. Our comprehensive evaluation was comprised of a 360-degree review including all Trustees, the District Support Team, the District Leadership Team and external stakeholders. A mix of in-person interviews and on-line surveys were used to collect the feedback from 244 participants. An overall recap of the results was prepared for the Board.

The Superintendent achieved an overall rating of 4.7 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, the District Leadership Team and external stakeholders. His commitment to the District vision of ensuring the success of one student at a time has not wavered. This was demonstrated by the increase in professional development, Teacher Collaboration Committee and other new initiatives that focus on student achievement.

The Superintendent has built very strong relationships with many of the key internal and external stakeholders. External stakeholders positively commented on his strong strategic thinking, relationship building and collaboration. His work with both Government and the College of Alberta School Superintendents (CASS) was particularly noted.

The opportunities for the Superintendent to develop were focused on planning for potential changes in funding in the coming years, determining the most effective measurements on student success and finding ways continue to add value with the District Leadership Team.

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

Regards,

Gord Syme

Vice President, Talent Management Services

Optimum Talent

720 MANULIFE PLACE
10180 - 101 STREET
EDMONTON, ALBERTA
T5J 3S4

T 780.432.5490

WWW.OPTIMUMTALENT.COM