

DATE: September 8, 2020

TO: Board of Trustees

FROM: Trustee Michelle Draper, Governance and Evaluation Committee, Chair
Trustee Shelagh Dunn, Governance and Evaluation Committee
Trustee Ken Gibson, Governance and Evaluation Committee

SUBJECT: 2019-2020 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 division. 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 division.

CURRENT SITUATION

A letter summarizing the results of the 2019-2020 Superintendent of Schools' evaluation is attached (Attachment I).

KEY POINTS

- The summary letter, submitted by Y Station Communications and Research, for the 2019-2020 Superintendent of Schools' Evaluation states that:
 - The Superintendent achieved an overall rating of 4.7 on a scale of 1-5. This represents a rating in the outstanding range and is consistent with his results over the past six years.
 - The Superintendent continues to be highly regarded by Board Trustees, direct reports and leadership team members.
- In summary, the Superintendent personally models the cornerstone values of the Division and is seen as a highly strategic leader who is able to navigate through challenging circumstances.

ATTACHMENTS

ATTACHMENT I May 28, 2020, Summary letter from Y Station Communications and Research

KM:sj



May 28, 2020

Edmonton Public School Board

Re: 2020 Superintendent Evaluation

We have completed the 2020 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 a total of 230 participants. An overall recap of the results was prepared for the Board. Data collection for the in-depth interviews began during the week of March 16, 2020. This had an impact on the Edmonton Public School Division as schools closed across Alberta due to the Covid-19 pandemic. The results of these interviews, in addition to the web survey conducted in May represent a point in time study and the impact of the pandemic is reflected in the responses. The reader should consider this when reviewing the conclusions outlined in the report.

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.

He personally models the cornerstone values of the Division and is seen as a highly strategic leader who is able to navigate through challenging circumstances.

The Superintendent has built very strong relationships with many of the key internal and external stakeholders. External stakeholders seek out his expertise and he has become not only a leader for the Edmonton Public School Board, but a leader in the province. It was acknowledged that the division keeps increasing in size, making it impossible for him to personally visit each school. However, the Superintendent has established communication channels such as the daily memos in order to build a connection with all staff members.

The opportunities for the Superintendent to develop were focused on continuing to ensure succession plans are established in all units to minimize risk, address issues with staff in a timely manner, and not overextending his capacity to ensure a healthy work-life balance.

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

Regards,

Tracy With
COO & Partner Y Station Communications & Research