

DATE: September 7, 2021

TO: Board of Trustees

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

SUBJECT: 2020-2021 Superintendent of Schools' Evaluation Summary

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 2020-2021 Superintendent of Schools' evaluation is attached (Attachment I).

KEY POINTS

- The summary letter, submitted by Y Station Communications and Research, for the 2020-2021 Superintendent of Schools' Evaluation notes that:
 - The Superintendent achieved an overall rating of 4.6 on a scale of 1-5. This represents a rating in the outstanding range and is consistent with his results over the past seven years.
 - The Superintendent continues to be highly regarded by Board Trustees, direct reports and leadership team members and is perceived to be an exceptional leader.
 - The Superintendent has become not only a leader for Edmonton Public Schools, but a leader in the province.

ATTACHMENTS

ATTACHMENT I May 21, 2021, Summary letter from Y Station Communications and Research

KM:sj



May 21, 2021
Edmonton Public School Board
Re: 2021 Superintendent Evaluation

We have completed the 2021 Superintendent Evaluation of 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 Division Support Team, the Division Leadership Team and external stakeholders. A mix of interviews via teleconference and on-line surveys were used to collect the feedback from a total of 229 participants. An overall recap of the results was prepared for the Board. Data collection for the in-depth interviews began during the week of April 12, 2021. This had an impact on the Edmonton Public School Division as grade 7 to 12 schools closed to in-person learning across Alberta due to the Covid-19 pandemic. The results of the interviews, in addition to the web survey conducted from April 12th to 30th 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 4.6 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 Division Support Team, and the Division Leadership Team. He personally models the cornerstone values of the Division and is seen as a highly strategic leader who can navigate through challenging circumstances.

The Superintendent has built very strong relationships. 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. From his ability to build high quality relationships with external stakeholders, to his use of a variety of communication methods with internal staff, and the professional development tools created and maintained under his leadership, every decision is made with student success as the primary focus.

The opportunities for the Superintendent to develop were focused on addressing issues with staff in a timely manner, and not overextending his capacity to ensure a healthy work-life balance. Clearly defining the roles of the Superintendent and the Board will also be important when the new Board is elected in the fall of 2021.

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