

DATE: September 12, 2023

TO: Board of Trustees

FROM: Trustee Dawn Hancock, Governance and Evaluation Committee
Trustee Marcia Hole, Governance and Evaluation Committee
Trustee Sherri O’Keefe, Governance and Evaluation Committee, Chair

SUBJECT: 2022-2023 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 2022-2023 Superintendent of Schools’ evaluation is attached (Attachment I).

KEY POINTS

- The summary letter, submitted by Y Station Communications and Research, for the 2022-2023 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 eight 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 26, 2023, Summary letter from Y Station Communications and Research

KM:ca



May 26, 2023
Edmonton Public School Board
Re: 2023 Superintendent Evaluation

We have completed the 2023 Superintendent Evaluation of Mr. Darrel Robertson (“the Superintendent”) 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 and the Division Leadership Team. A mix of interviews via teleconference and on-line surveys were used to collect the feedback from a total of 185 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 and concluded on May 8, 2023. Prior to the interviews, Trustees and Division Support Team members completed a survey where they rated the Superintendent on his performance related to the indicators in Alberta Education’s Superintendent Leadership Quality Standard.

The Superintendent achieved an overall rating of 4.6 on a scale of 1 to 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 is a solution-focused, collaborative leader who approaches challenges with fact-based decisions.

The Superintendent allocates the division’s budget to put the needs of students first. He is always available to provide support and guidance but trusts individual principals to manage the needs of their schools. He embodies the core values of integrity, equity, collaboration, and accountability. He clearly and consistently articulates the vision and demonstrates a dedication to student improvement and achievement.

The opportunities for the Superintendent to develop were succession planning and strengthening the capacity of all central team members. As the division emerges from the pandemic, it is also an important time to strengthen and deepen relationships with existing internal and external stakeholders, as well as explore opportunities for new relationships in this regard.

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