

## SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE

### 1. Student Learning

#### Role Expectations:

- RE 1.1 Provides leadership in all matters relating to education in the District.
- RE 1.2 Implements directions established by the Minister.
- RE 1.3 Ensures that learning environments contribute to the development of skills and habits necessary for the world of work, post-secondary studies, life-long learning, and citizenship.
- RE 1.4 Reports annually on student results achieved.

#### Quality Indicators relative to Student Learning:

- QI 1.1 Annually conducts an analysis of student success and ensures school principals develop action plans to address concerns.
- QI 1.2 Identifies trends and issues related to student achievement to inform the strategic planning process, including the implementation of innovative means to improve measurable student achievement.
- QI 1.3 There is measurable improved student achievement over time.

### 2. Student well-being

#### Role Expectations:

- RE 2.1 Ensures that students are provided with a safe and caring environment that encourages respectful and responsible behaviour.
- RE 2.2 Ensures the safety and welfare of students while participating in school programs or while being transported to or from school programs on transportation provided or approved by the District.
- RE 2.3 Ensures the facilities safely accommodate District students.

#### Quality Indicators relative to Student well-being:

- QI 2.1 Develops measurements and monitors progress relative to providing a safe and caring environment.
- QI 2.2 Ensures the safety and welfare of students while being transported to or from school programs on transportation provided or approved by the District.
- QI 2.3 Ensures the facilities safely accommodate District students.

3. Fiscal Responsibility

Role Expectations:

- RE 3.1 Ensures the fiscal management of the District is in accordance with the terms or conditions of any funding received by the Board under the *School Act* or any other Act.
- RE 3.2 Ensures the District operates in a fiscally responsible manner, including adherence to recognized accounting procedures.
- RE 3.3 Prepares and presents the budget which reflects Board priorities.
- RE 3.4 Ensures the Board has current and relevant financial information.

Quality Indicators relative to Fiscal Responsibility:

- QI 3.1 Ensures accepted (PSAB) accounting principles are being followed.
- QI 3.2 Ensures all deficiencies identified in the previous audit report and management letter have been remediated to the satisfaction of the auditor.
- QI 3.3 Ensures adequate internal financial controls exist and are being followed.
- QI 3.4 Ensures all collective agreements and contracts are being administered and interpreted so staff and contracted personnel are being paid appropriately and appropriate deductions are being made.
- QI 3.6 Provides the Board with quarterly financial accountability reports.
- QI 3.7 Ensures the Board is informed immediately regarding pending litigation.

4. Personnel Management

Role Expectations:

- RE 4.1 Has overall authority and responsibility for all personnel-related matters, except setting the mandates for collective bargaining and those personnel matters precluded by legislation, collective agreements, or Board policy.

Quality Indicators relative to Personnel Management:

- QI 4.1 Develops and effectively implements quality recruitment, orientation, staff development, disciplinary, evaluation and supervisory processes.
- QI 4.2 Models commitment to personal and professional growth.
- QI 4.3 Provides for training of administrators and the development of leadership capacity within the District.

5. Policy/Administrative Procedures

Role Expectations:

- RE 5.1 Provides support to the Board regarding the planning, development, implementation, and evaluation of Board policies.
- RE 5.2 Develops and keeps current an Administrative Procedures Manual that is consistent with Board policy and provincial policies, Regulations, and procedures.

Quality Indicators relative to Policy/Administrative Procedures:

- QI 5.1 Appropriately involves individuals and groups in the administrative procedures development process.
- QI 5.2 Demonstrates a knowledge of and respect for the role of the Board in policy processes.

6. Superintendent/Board Relations (“The First Team”)

Role Expectations:

- RE 6.1 Respects and honours the Board’s role and responsibilities and facilitates the implementation of that role as defined in Board policy.
- RE 6.2 Provides the information and counsel which the Board requires to perform its role.
- RE 6.3 Attends all Board meetings and makes recommendations on matters requiring Board action by providing accurate information and reports as are needed to ensure the making of informed decisions.

Quality Indicators relative to Superintendent/Board Relations (“The First Team”):

- QI 6.1 Implements Board decisions with integrity in a timely fashion.
- QI 6.2 Interacts with the Board in an open, honest, proactive, and professional manner.
- QI 6.3 Provides the Board with balanced, sufficient, concise information, and clear recommendations.
- QI 6.4 Ensures Board agendas are prepared and distributed to trustees in sufficient time to allow for appropriate trustee preparation for the meeting.
- QI 6.5 Keeps the Board informed on sensitive issues in a timely manner.
- QI 6.6 Ensures high-quality management services are provided to the Board.

7. Strategic Planning and Reporting

Role Expectations:

- RE 7.1 Leads the development and implementation of the Strategic Planning Process.

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- RE 7.2 Involves the Board appropriately (Board identification of priorities and key results, and final Board approval of the plan in conjunction with the annual budget).
- RE 7.3 Reports at least annually on results achieved. Quality Indicators relative to Strategic Planning and Reporting:
  - QI 7.1 Ensures key results identified by the Board are achieved.
  - QI 7.2 Ensures facility project budgets and construction schedules are followed or timely variance reports are provided to the Board.

## 8. Organizational Management

### Role Expectations:

- RE 8.1 Demonstrates effective organizational skills resulting in District compliance with all legal, Ministerial and Board mandates and timelines.

### Quality Indicators relative to organizational management:

- QI 8.1 Ensures District compliance with all Department of Education and Board mandates (timelines and quality).
- QI 8.2 Facility project budgets and construction schedules are followed, or timely variance reports are provided to the Board.

## 9. Communications and Community Relations

### Role Expectations:

- RE 9.1 Internal and external communications are developed and maintained which build staff and community support for Board directions.

### Quality Indicators relative to communications and community relations:

- QI 9.1 Represents the District in a positive, professional manner.
- QI 9.2 Manages conflict effectively.
- QI 9.3 Ensures information regarding Board initiatives and priorities are disseminated to inform the electorate and build staff and public support for Board directions.
- QI 9.4 Works cooperatively with the media to represent the Board's views/positions.
- QI 9.5 Acts as the Head of the organization for the purposes of the *Freedom of Information and Protection of Privacy Act*.

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10. Leadership Practices

Role Expectations:

- RE 10.1 Practices leadership in manner that is viewed positively and has the support of those with whom the Superintendent works most directly in carrying out the directives of the Board and the Minister.

Quality Indicators relative to Leadership Practices:

- QI 10.1 Demonstrates a high commitment to meeting student needs.
- QI 10.2 Provides clear direction.
- QI 10.3 Provides effective educational leadership.
- QI 10.4 Establishes and maintains positive, professional working relationships with staff.
- QI 10.5 Unites people toward achieving the Board's goals
- QI 10.6 The Superintendent is trustworthy.
- QI 10.7 Empowers others.
- QI 10.8 Effectively solves problems.

Legal Reference: Section 22, 85 *School Act*

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