

14 EVALUATION OF DISTRICT ADMINISTRATION

The Board of School Trustees of School District No. 46 (Sunshine Coast) recognizes evaluation as a key element of management of high-performing organizations, in order to facilitate feedback and reflection on practice, and planning for individual and professional growth. Part 3, Division 1, Section 15 of the *School Act* states that “(1) A board may employ and is responsible for the management of those persons that the board considers necessary for the conduct of its operation,” and “(2) A board must formulate policies for evaluating employees who are not covered by a collective agreement.” As per Policy 2.7, the Board evaluates the Superintendent of Schools and other key administrative personnel. As per Policy 11.8, the Superintendent is delegated with a responsibility to evaluate staff based only on fair and consistent criteria.

- 14.1 Each district administrator shall be evaluated at least every three years.
- 14.2 The Board directly evaluates the Superintendent of Schools, and delegates the evaluation of other District Administration and exempt staff to the Superintendent.
- 14.3 Evaluation of the Superintendent’s performance will be based upon criteria, including but not exclusive to contract, job description, Board policy, the Strategic Plan and the Achievement Contract, and clear timelines set by the Board in consultation with the Superintendent.
- 14.4 The Superintendent will inform the Board on the development of criteria, surveys and processes for the formative evaluations of other District Administration and exempt staff.
- 14.5 Evaluations of District Administration will be considered during personnel re-assignment or organizational reconfiguration.