

## Teacher Evaluation Policy

The evaluation of a teacher by a principal will/can be conducted:

- (a) within the 90 day probation period of their first year at Kimberley Independent School. (Mandatory)
- (b) upon the written request of the teacher;
- (c) for purposes of gathering information related to a specific employment decision;
- (d) for purposes of assessing the growth of the teacher in specific areas of practice. (Minimum once per school year)
- (e) when, on the basis of information received through supervision, the principal has reason to believe that the teaching of the teacher may not meet the teaching quality standard.

2. Upon completion of an evaluation, the principal must provide the teacher with a copy of the completed evaluation report.

3. Where, as the result of an evaluation, a principal determines that a change in the behaviour or practice of a teacher is required, the principal must provide to the teacher a notice of remediation and may stipulate that the remediation strategies stated in that notice replace the obligation of the teacher to develop and implement an annual teacher professional growth plan.

This Policy does not restrict:

- (a) a principal from taking disciplinary or other action, as appropriate, where the principal has reasonable grounds for believing that the actions or practices of a teacher endangers the safety of students, constitutes a neglect of duty, a breach of trust or a refusal to obey a lawful order of the school authority, or
- (b) a board, from taking any action or exercising any right or power under the School Act.