



BACKGROUND

The supervision policy of Western School Division is designed to promote a constructive process and, as such, confers upon the individuals involved, a responsibility to maintain a positive and formative climate. An important aspect of such a formative climate is the responsibility of professionals to evaluate their performance through a variety of means, and to utilize the results in improving their skills as teachers. Thus, the supervision policy emphasizes development through professional growth and system accountability through evaluation.

Western School Division and Western Teachers' Association have jointly developed this supervision policy. The policy is to be discussed on an annual basis, in the spring term, to ensure agreement on interpretation, and to consider modifications. The responsibility to call a review meeting rests with Western School Division. Any changes in AP 5 220 and related procedures are to be agreed upon by both Western School Division and Western Teachers' Association.

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The basic goal and responsibility of the Board of Trustees of Western School Division is to provide the best possible learning environment for each student within the resources available to the Division. The Board recognizes that student learning and achievement are highly dependent upon the quality of instruction and the learning environment. Thus, a teacher supervision policy has two main objectives that support our major goal. Firstly, the policy should stimulate and support the professional growth of teachers. Secondly, the policy should serve the objective of accountability within the school system.

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In order to meet these two objectives, the supervision policy consists of two tracks. The developmental track provides a process that ensures a focus on teacher professional growth activities. The evaluative track provides a process to produce a summative report that meets the needs of accountability within the system, and a formal statement of teacher competence.

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Teachers, with one or more years of experience in Western School Division, are required to develop a Professional Growth Plan each year. Teachers in their first year in the Division may choose to develop a Professional Growth Plan as well. The monitoring of the development of growth plans is the responsibility of the school administrator. A minimum requirement is an initial conference by October 31 to present and discuss the plan, and another conference by April 30, to review and reflect upon the plan.

The onus is on the teacher to develop the Professional Growth Plan. The results of any activity undertaken belong to the teacher and need not be shared with anyone other than the administrator, unless the teacher chooses to do so. Further details on how Professional Growth Plans are developed

Teachers in the developmental track are required to engage in Partners in Pract



