

<p>Personnel and Employee Relations 7700</p> <hr/> <p>Supervision of Educational Staff</p>	Administrative Application	
	Last Reviewed /Approved on:	September 3, 2019
	References:	The Education Act, 1995, Sec. 85(c), 109(2)(c) STF Statement of Policy and Bylaws, Sec. 5.2.6 Committed to Professional Growth (C2PG) Policy 2 – Role of the Board Policy 12 – Role of the Director
	Status:	Operational

Preamble

The Regina Catholic School Division (RCSD) believes that an on-going process of continuous growth, coaching, supervision, and evaluation for improved staff performance is essential in achieving the mission of the school division.

RCSD believes in self-directed professional growth, and that all staff members are responsible and accountable for meeting the performance standards of their positions. All staff members must be aware of the performance standards by which they will be accessed. This is accomplished through a collaborative process using the Committed to Professional Growth (C2PG).

Therefore, the Board requires that a systematic supervision program be established in the school division for the following purposes:

1. To confirm the paramount importance of the professional Catholic educator.
2. To assist staff in helping students develop the skills and knowledge they need to live and compete in the twenty-first century.
3. To maintain high standards of learning and teaching performance.
4. To provide staff with frequent, high quality feedback of their professional practice.
5. To provide judgements about professional performance level and job status.
6. To ensure staff understand the performance expectations.

Application

1. In accordance with *the Education Act*, the Director is responsible for the overall supervision of schools within the school division, the work of principals, teachers, and other personnel employed by the school division.
2. The Director has primary responsibility for the supervision of superintendents.
3. The Director shall designate superintendents to have primary responsibility for the supervision of principals, vice-principals, teachers, and other certified staff.
4. Supervision of certified professional personnel shall involve a system of observation allowing for frequent, quality feedback of professional practice and coaching. It is to validate professional

effectiveness in a believable and strength-building way, stimulating and facilitating professional growth.

5. Committed to Professional Growth is the supervisory process used for all teaching staff. Each year, all teachers will be coached, supervised and/or evaluated.
6. All teachers and administrators complete Appendix A of the C2PG each year. The domains are used to guide teachers and administrators in effective practices.