

CLASSIFICATION	CODE
Section A: Foundations and Basic Commitments	File: AFC-1-R Also: GCN-1-R

TITLE	EVALUATION OF PROFESSIONAL STAFF (TEACHERS)
-------	--

REGULATION

- **Frequency of Evaluation**

In accordance with the collective agreement, teachers will be evaluated when:

- an employee requests an evaluation (not more than 10% of the employees in a school in the school year, unless agreed otherwise by the administrator), or
- an administrator decides to evaluate the work of an employee.

- **Evaluation Procedure**

The evaluation procedure shall be as set out in the current Collective Agreement with the Vancouver Teachers' Federation (Article 8C.).

- **Teacher Evaluation Criteria**

The following criteria, along with the duties and responsibilities of teachers outlined in the *School Act* and the *School Regulations*, shall be the areas addressed in the evaluation report:

- the teacher seeks knowledge of the social, emotional, intellectual, cultural, and physical characteristics of the pupils whom he/she teaches with the objective of furthering their educational growth;
- the teacher:
 1. plans with definite purposes and clear objectives in mind;
 2. communicates these purposes and objectives to the students;
 3. establishes appropriate procedures for assessing, recording, and reporting pupil performance to parents;

- with due consideration for individual differences, the teacher works to involve students in experiences and activities designed to develop skills and stimulate thought;
- the teacher uses instructional techniques that promote questioning, speculation, and originality;
- the teacher works at keeping his/her knowledge current and his/her teaching techniques effective in the subject areas that he/she undertakes and agrees to teach;
- the teacher practices classroom management suitable to the growth and development of the pupil;
- the teacher, as a member of the staff, participates in the development and implementation of the philosophy and practices of the school and works in co-operative ways with colleagues to promote the welfare of pupils;
- the teacher fosters a climate of mutual respect between himself/herself and his/her pupils;
- the teacher:
 - seeks to involve parents in the educational process;
 - gives and obtains information that assists in the development of the pupils.
- the teacher co-operates with colleagues and associated personnel in utilizing existing educational services and resources for the benefit of the pupils;
- the teacher, at appropriate times, reviews with colleagues, students, and their parents the practices employed in discharging professional responsibilities.

REFERENCES

Established by law and practice
AS-HR

SMT Responsibility:

Revised: 1996 December
 1996 February
 1999 February

LEGAL REF: *School Act* Secs. 15, 17, 20

School Regulation 265/89, Sections 4 and 5

AGREEMENT REF: Current Collective Agreement with VTF

Vancouver School Board, School District No. 39 (Vancouver), Vancouver, B.C.