

Performance Evaluation

AYSCBC Conference November 4, 2023




Yukon

Role of School Council in School Staff Performance

- School councils may direct a superintendent to complete an evaluation of a teacher, principal or other staff member as identified in Section 113 of the Education Act.
- The school council is privy to a summary of that evaluation to be returned to the superintendent immediately after review and consideration.
- School councils may direct a principal to evaluate a teacher and they are privy to a summary to be returned to the principal immediately after it is reviewed and considered.



Teacher Evaluation

- Teachers in Yukon are either probationary or post-probationary. Probationary teachers must be evaluated during the probationary period. Post-probationary teachers are evaluated on a multi-year cycle. School councils or a Yukon First Nation may also request an evaluation as per Education Act, section 113.



Principal Evaluation

- Principals are to be evaluated each of the two years they are on probation. This process is led by their superintendent. The superintendent will gather input from school council. The school council is privy to a summary of that evaluation to be returned to the superintendent immediately after review and consideration.



Privacy

- Overall, the Department of Education, as the employer, has an obligation to maintain the privacy of staff related issues, including disciplinary measures and performance evaluations.



Formal Observation Cycle



Pre-observation meeting



Classroom observation



Post-observation meeting with
written feedback

Classroom Observation

- At least one formal classroom observation cycle and as many formal or informal observations as the evaluator determines are necessary to provide sufficient evidence for an accurate assessment of the teacher's performance.
- Classroom observation is only one component of evaluation and that for some components, evidence for assessment will be obtained in other ways.
- Administrators are responsible for the evaluation of all staff, including staff for whom the administrator does not have content expertise. In such instances, administrators may use current curriculum documents in use in Yukon or seek the advice of a superintendent or department staff member to assist the administrator to complete the evaluation.
- Each teacher must be observed in an instructional setting. With the exception of certain types of teaching assignments, the classroom observation component of the evaluation involves an observation by the administrator of the teacher instructing students.
- In some circumstances a teacher's usual teaching environment is not a classroom. For such teachers, classroom observation occurs in the teacher's ordinary teaching environment. For example, for physical education teachers, special education teachers or counselors, the ordinary teaching environment would include the gymnasium, a regular classroom where the special education teacher is working with particular students, or a guidance office or small-group setting where the teacher is interacting with students.



Schedule for Evaluation

- First formal observation cycle provided within three months of beginning the assignment
- Additional observations and follow-up as necessary within six months of beginning the assignment
- Final written summative report within nine months of beginning the assignment



Evaluation Pathways

Assessment

Action

Follow Up
Observations

Summative
Report

Post Probation

