

**MEDICINE HAT PUBLIC BOARD OF EDUCATION OPERATES AS MEDICINE HAT PUBLIC SCHOOL DIVISION,
AND FOR THE PURPOSE OF THIS DOCUMENT WILL BE REFERRED TO AS "MHPSD" AND/OR "DIVISION"**

SECTION 500 – Personnel and Employee Relations

POLICY 510: TEACHER GROWTH, SUPERVISION AND EVALUATION

BACKGROUND

The Board of Trustees recognizes that it is responsible for ensuring that the highest possible quality of education is provided for Medicine Hat Public School Division (MHPSD) students. The Board believes that the standard of quality teaching can be achieved by providing opportunities for professional learning for teachers, by having the expectation that teachers will utilize the opportunities for professional learning and by providing for effective supervision and evaluation.

POLICY

The Board of Trustees expects the performance and effectiveness of individual teachers will be monitored on a systematic basis. The Board believes that this process:

- is dynamic and ongoing.
- enhances and improves student learning.
- supports, nurtures, encourages, and improves teacher performance.
- facilitates professional growth and development among teachers.
- ensures that highly effective teaching practices are employed in the Division.
- ensures the appropriateness of teaching appointments.

GUIDELINES

1. The policy shall apply to all teachers employed by the School Board under continuing, probationary, temporary, and interim contracts.
2. Division teachers will develop, submit, and implement a Generative Dialogue question or both a Generative Dialogue question and professional growth plan annually by October 31.
3. The school principal or designate will engage in a supervision or evaluation process:
 - 3.1. By the written request of the teacher.
 - 3.2. For the purpose of gathering information related to a specific employment decision.
 - 3.3. For assessing the performance of the teacher in specific areas of practice.
4. There are reasonable grounds to believe that the performance or conduct of a teacher does not meet the requirements of the Teaching Quality Standard.

REFERENCES**510 AP 001 - Teacher Growth, Supervision, and Evaluation**

Teacher/Administrator Growth, Supervision, and Evaluation Handbook

Education Act

Policy 2.1.5 Teacher Growth, Supervision and Evaluation

Teacher Quality Standard (TQS)

Approved: November 20, 2019

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