2.4.1 Definitions

Supervision is a collaborative process by which principals observe and gather information in order to support, guide and provide professional growth opportunities for teachers.

Evaluation refers to formal processes that involve a point-in-time judgment and written appraisal by an employer of a teacher's professional competence and effectiveness.

2.4.2 Bellefa

- Teachers should embrace supervision and evaluation processes as opportunities for personal and professional reflection and growth.
- (2) Supervision and evaluation of teachers is best conducted in a school and work environment characterized by:
 - Respectful and mutually supportive relationships that cultivate trust among teachers, principals and out-of-scope administrators.
 - (b) Transparent, fair and unbiased practices and decision-making that reflect the principles of natural justice including due process and notice.
 - (c) Policies, supports and resources that encourage teachers in achieving their own personal and professional aspirations and in meeting the expectations of the employer.
- (3) An effective teacher supervision process should:
 - (a) Include the individual teacher's personal experiences, knowledge and aspirations for their professional practice.
 - (b) Be conducted in collaboration with principals who possess the professional responsibility, qualifications and specialized training to identify the assistance and resources required to support the teacher's success.
 - (c) Be complementary to other teacher supports and processes which foster effective teaching and learning as well as student and teacher success.
- (4) An effective evaluation of a teacher's practice and performance should:
 - (a) Be informed by observations and information gathered during supervision processes.
 - (b) Be conducted by out-of-scope administrators who possess the professional responsibility, qualifications and specialized training required to carry out such employee evaluations.
 - (c) Include a process for a teacher to be heard and to appeal the judgment should he or she believe necessary.
- (5) Therefore, teachers individually and collectively:
 - (a) Advocate for the cellaborative development of policies and processes to facilitate effective teacher supervision and evaluation.
 - (b) Model respectful communication and engagement in teacher supervision and employer evaluation processes.
 - (c) Advocate for access to professional growth opportunities for teachers, principals and out-of-scope administrators to further support carrying out their professional, supervisory and evaluative roles, respectively.

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School Administrators Handbook Of Teacher Supervision And Evaluation Methods

Michelle D. Young, Gary M. Crow

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