



Teacher Evaluations
December 3, 2024
September 17, 2024

Sunrise School Division started a teacher evaluation rotation in the 2023/24 school year. Sixty-six teachers were scheduled to be evaluated in the first year of the rotation, and 58 evaluations were completed by schools and sent to SEC to be placed in employee files.

The 8 evaluations that were not submitted by schools break down into the following categories:

- 5 teachers left the employment of the division during the school year
- 1 teacher changed roles and worksites during the school year
- 1 teacher went on maternity leave
- 1 evaluation was not completed, with no reason provided

Incomplete evaluations will be moved forward to this school year.

In addition to the 5-year rotation, school administrators are expected to evaluate teachers who are new to the profession or new to Sunrise. These requirements create different workloads for administrators at schools. Division Principals are available to help schools complete evaluations if needed.

The 58 completed evaluations were read by the Superintendent, Assistant Superintendent and Division Principals. At the November 27th SELT meeting, feedback on the evaluations was provided to administrators and criteria for evaluation reports was shared. In addition to this, three SELT members shared their process for completing observations and evaluation reports with the larger group.

Nine of the 58 evaluations were selected as good examples of final reports. These were posted around SEC and administrators were asked to read the evaluations and compare them to the newly shared evaluation criteria. Administrators were also provided with copies of their 2023/24 completed evaluations and asked to reflect on their work compared to the criteria.

While the Superintendent, Assistant Superintendent and Division Principals were not able to speak to every administrator during the learning activity, it was clear that administrators were able to identify how they could improve both their process and reports moving forward.