

Policy 2 Appendix D

INDIVIDUAL TRUSTEE EVALUATIONS

This Evaluation Template has been developed to assist Trustees with respect to setting individual goals based on the Board Leadership Quality Standards for the 2nd and 4th year of a Trustee's term on the Board. This process is to help support Trustees in their roles as Trustees and also, provide them assistance in executing their role as a member of the Board of Trustees for the Peace River School Division.

At the end of the four-year term, Trustees will review and assess their personal growth goals along with the direction that the Board has set for the division.

Individual Trustee Goals: *Based on the Board Leadership Quality Standard*

BLQS 1 - ENSURING EFFECTIVE GOVERNANCE	Met	Not Met
I worked collaboratively with fellow Trustees to ensure that students and staff members are provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.		
I helped establish and sustain a productive working relationship with the Superintendent, based on mutual trust, respect and integrity.		
I worked collaboratively with fellow Trustees in the fulfilment of the Board's governance functions in the fiduciary, strategic and generative realms.		
I worked collaboratively with fellow Trustees to ensure that students have the opportunity to meet the standards of education set by the Minister of Education.		
I collaborated with fellow Trustees, staff, school communities and cultural organizations to establish direction for student achievement and the development of the Peace River School Division Education Plan		
I monitored the Board's plans, resource allocations, strategies and procedures that lead to the achievement of its goals and priorities.		
I monitored that the Board's fiscal and resource management is in accordance with all statutory and regulatory requirements.		
I helped implement Board policies and supported the regular review and evaluation of their impact.		
I communicated and celebrated Peace River School Division's goals, priorities and achievements.		
I promoted constructive relations with provincial agencies and education stakeholder organizations.		

Individual Learning Goal - 1
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STRATEGIES/ACTIONS	TARGETS/MEASURES	RESULTS ACHIEVED

BLQS 2 - SCHOOL-AUTHORITY OPERATIONS AND RESOURCES	Met	Not Met
I participated in delegating responsibility to the Superintendent, where appropriate, to enhance operational efficiency and effectiveness within the standards established through written board policies		
I supported the ongoing supervision and evaluation of the Superintendent in relation to Board Policy and the Superintendent Leadership Quality Standard		
I accepted responsibility for the care, management, fiscal oversight of the school division while understanding that the staff will conduct the day-to-day operations within the school division.		
I used data-informed decision-making processes that are responsive to changing contexts.		
I helped establish funding guidelines on fiscal and resource management in accordance with all statutory, regulatory and school community requirements.		
I recognized divisional, and community accomplishments in their pursuit of excellence.		

Individual Learning Goal - 2
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STRATEGIES/ACTIONS	TARGETS/MEASURES	RESULTS ACHIEVED

BLQS 3 - VISIONARY LEADERSHIP	Met	Not Met
I used clear, focused, attainable and measurable goals and outcomes to support gains in student achievement.		
I promoted innovation and continuous improvement to support staff in their professional practice.		
I advocated for learning through rigorous curriculum and effective technology.		
I assisted in creating organizational and physical structures based on equity in which all students and staff have the resources and support to maximize achievement.		
I assisted in using student achievement results and other indicators to assess progress toward school division goals and compliance with school board policies and provincial legislation.		
I promoted in the school community a mutual understanding of and support for Peace River School Division's Foundational Statements.		
I worked collaboratively with fellow Trustees to ensure the Superintendent is responsive to the vision of the Peace River School Division's Education Plan.		
I helped foster in the Peace River School Division, equality and respect with regard to rights as provided for in the <i>Alberta Human Rights Act</i> and the <i>Canadian Charter of Rights and Freedoms</i> .		

Individual Learning Goal - 3

STRATEGIES/ACTIONS	TARGETS/MEASURES	RESULTS ACHIEVED

BLQS 4 - BUILDING EFFECTIVE RELATIONSHIPS	Met	Not Met
I modeled ethical leadership practices, based on integrity and objectivity.		
I established constructive relationships with students, staff, school councils, parents/guardians, employee organizations, the education ministry and other stakeholder organizations.		
I assisted in developing communication strategies to build trust between the school board and the Superintendent, staff, students and the community.		
I collaborated with our communities to address the needs of students and their families.		
I collaborated with Provincial Agencies for the benefit of education and the needs of the Peace River School Division.		
I assisted in building and sustaining relationships with all of our cultural communities.		
I participated in employing team-building strategies and using solution-focused processes to resolve challenges.		

Individual Learning Goal - 4

STRATEGIES/ACTIONS	TARGETS/MEASURES	RESULTS ACHIEVED

BLQS 5 - MODELLING COMMITMENT TO PROFESSIONAL LEARNING	Met	Not Met
I understand the philosophy of student-centered education based on principles of effective leadership		
I actively searched information from a variety of sources to enhance Trusteeship, governance and leadership.		
I provided support to and worked collaboratively with fellow Trustees to provide leadership to the Superintendent.		
I worked collaboratively with fellow Trustees to provide opportunity and direction for the Superintendent, school community and local community members to establish a shared understanding of current trends and priorities in the education system.		

Individual Learning Goal - 5

STRATEGIES/ACTIONS	TARGETS/MEASURES	RESULTS ACHIEVED

BLQS 6 - ENSURING FIRST NATIONS, METIS AND INUIT EDUCATION	Met	Not Met
I worked collaboratively with fellow Trustees to support staff in accessing the professional learning and capacity-building needed to meet the learning needs of First Nations, Métis, Inuit and all other students		
I have an understanding historical, social, economic, and political implications of: • treaties and agreements with First Nations; • legislation and agreements negotiated with Métis; • residential schools and their legacy		
I worked collaboratively with fellow Trustees to ensure alignment with school authority resources and building organizational capacity to support First Nations, Métis and Inuit student achievement.		
I worked collaboratively with fellow Trustees to pursue opportunities and engaged in practices to facilitate reconciliation within the school community.		

Individual Learning Goal - 6
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STRATEGIES/ACTIONS	TARGETS/MEASURES	RESULTS ACHIEVED

Adopted/Revised/Reviewed: DEC 2025