

TEACHER EVALUATION POLICY
Freedom Thinkers Education
PBL Society

The Board and the Principal Educator recognizes that a critical element in a sound educational program is the individual teacher. It is also the belief of the Board and the Principal Educator that teacher evaluation will assist teachers in the realization of their full potential, thereby resulting in the improvement of instruction throughout the School.

The Principal Educator is responsible for maintaining a Teacher Evaluation Policy for the purpose of establishing standards of performance for teachers and the determination of teacher performance in respect of these standards.

The Principal Educator believes in an evaluation process which evaluates the performance of every teacher in a fair and just manner. The evaluation of a teacher's performance shall be conducted with the intention of supporting teachers, and their professional growth.

The Principal is responsible for the implementation of evaluation processes. Each teacher participating in an evaluation program shall be made aware of the process and criteria prior to the commencement of the evaluation.

A Teacher Evaluation will be based on progress made toward goals set prior to any assessment by the Principal Educator. Goals may be created jointly by the teacher and the Principal Educator and the criteria for measuring goal attainment shall be understood by the teacher as early as possible before any assessment takes place.

Because the purpose of this policy is to support professional growth and continuous improvement, a coaching approach will be used to help teachers achieve their professional goals. Coaching may be provided formally, informally, or through a combination of both, depending on individual needs. Support may occur before, during, or after the evaluation period to encourage ongoing growth and development. In addition, peer coaching and collaboration among educators within the school are supported and encouraged as valuable components of professional learning.

Notwithstanding professional goals set by teachers, in cases where a teacher's evaluation results in the revelation of unprofessional conduct, the Principal Educator shall inform all necessary parties as per legislation and the BC Ministry of Education Policy. The principal shall advise the Board in matters that may involve dismissal.

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