




# Supervision

## Administrative Regulation 207.3

1. The supervision of teachers by the principal shall assist teachers in meeting their professional responsibilities and enhancing their *Standards of Teaching Practice*.
2. The principal shall supervise each teacher's practice on an ongoing basis.
3. The supervision process shall
  - a. provide support and guidance to teachers;
  - b. include observations and information from any source about the quality of teaching a teacher provides to students; and
  - c. identify behaviors or practices of a teacher that for any reason may require an evaluation.
4. Through the supervisory function the principal should identify teacher behaviors and/or practices that may lead to an evaluation.
  - a. The principal should develop a repertoire of supervision and leadership strategies to assist in identifying potential concerns.
  - b. The principal deals with any concerns through the supervisory function.
  - c. Immediate action by the principal is expected when there is a question of teacher competence or student safety.
5. If as a result of information gathered through supervision, a concern about the teacher's behavior or practices arises, the principal shall work with the teacher to address the concern. The principal will
  - a. meet with the teacher to clarify any concerns;
  - b. advise the teacher of the behaviors or practices in question and their relationship to the *Standards of Teaching Practice*;
  - c. establish timelines for subsequent actions;
  - d. advise the teacher of ongoing supervision and of the possibility of undertaking an evaluation;
    - If an evaluation is deemed necessary, the usual teacher evaluation form will be used.
  - e. advise the teacher of the possible outcomes of the evaluation.

Reference: Board Governance Policy EL#6(5) School Act Sections 20(i),39(3.a),39(3.b), 94(1),105,106,107,109,132 Alberta Education Policy 2.1.5, 4.2.1 Practice Review of Teachers Regulation A.R. 4/99	Approved: 
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