

Teacher Growth and Evaluation Policy

Policy Release

The Department of Education and Early Childhood Development (EECD) is pleased to share the *Teacher Growth and Evaluation Policy*, which has been developed in collaboration with education and community partners across the province, including the Educational Leadership Consortium of Nova Scotia (ELCNS), Nova Scotia Bachelor of Education faculties, Nova Scotia Teachers Union (NSTU), Public School Administrators Association of Nova Scotia (PSAANS), Regional Centres for Education (RCEs), the Conseil scolaire acadien provincial (CSAP), and teachers and administrators, including the former Council to Improve Classroom Conditions.

The *Teacher Growth and Evaluation Policy* sets out the framework for collaborative and effective teacher growth and evaluation through all stages of the teaching career, focusing on excellence in teaching and learning. This policy supports the recognition and continuous reinforcement of effective instruction and assessment practices through a supportive and collaborative professional learning process that supports inclusive education. The policy was piloted in select schools during the 2021–22 school year, and in all schools during the 2022–23 school year and feedback received during the pilot phase has been incorporated.

This policy is effective as of **March 2024**, and will replace RCE/CSAP policies currently in place. All RCEs and the CSAP will be contacting staff in their region to help them understand what this policy means for them.

EECD acknowledges that there are administrative duties associated with this policy and that school administrators and other RCE/CSAP staff will play a significant role in its implementation. We are committed to working with RCEs and the CSAP to ensure the policy is successfully implemented across the province.

Original signed by

Hon. Becky Druhan

Minister of Education and Early Childhood Development