

February 8, 2017

**RE: Joint Framework on Exempt Staff Evaluation**

Dear Board Chairs, Superintendents, Secretary Treasurers and School Administrators,

Our four organizations are pleased to provide you with the attached *Joint Framework on Exempt Staff Evaluation* developed cooperatively in response to emerging provincial requirements and school district needs. The document is intended to be a resource and guide for school districts as you develop and implement either new or updated policy to govern the evaluation of individual members of your exempt staff group.

The *Framework* was constructed to complement the previous work of BCPSEA and PSEC governing future exempt staff compensation increases. It is critical that all school districts have appropriate exempt staff evaluation processes in place in order to work within current government policy requirements for compensation improvements. We believe the guiding principles and practical procedures outlined in the *Framework* will serve that purpose well.

We recognize and support the need for addressing local circumstances, historical perspectives and preferences at the district level. The associations also support, where applicable, consistency across districts. The *Framework* is intended to be an initial guiding document, pointing to best practice as well as important considerations for inclusion when you develop your policy, processes and procedures. The contributing associations will also work together in the coming months to provide additional resources and supporting documents for school districts.

Please do not hesitate to contact any one of our organizations for further information about the *Framework* or the suggested processes to assist with the implementation of local policy. Our organizations are committed to working together to find local solutions to common challenges, and we look forward to providing additional resources in future.

Sincerely,



Teresa Rezanoff  
BCSTA



Tom Longridge  
BCSSA



Kelvin Stretch  
BCASBO



Kevin Reimer  
BCPVPA

**CC:**  
Renzo del Negro, BCPSEA  
Dave Byng, MOE  
Christina Zacharuk, PSEC