

EVALUATION OF INSTRUCTIONAL STAFF

The board believes that quality teaching is of critical importance to a sound educational program and that thorough and regular appraisal of teaching, supervisory, and administrative performance is crucial to improving the total educational process.

A continuous program of performance appraisal of all professional personnel will be established and maintained. The purpose of performance appraisal is to ensure a high quality of teaching, supervisory, and administrative performance, primarily to advance the instructional programs for students. Another purpose of the evaluation system is to provide information to management and leadership personnel to assist them in making personnel decisions. Evaluations may be utilized in disciplinary, dismissal, or termination hearings, but are not conducted primarily for that purpose.

The board empowers the superintendent with the right to evaluate any principal or staff member at any time and as often as necessary. The same right is extended to principals or designees in evaluating their faculty members.

It shall be the responsibility of the superintendent and the administrative staff to develop procedures for complete evaluation of personnel.

Administrators are employed on a yearly basis and will be formally evaluated in writing at least one annually, prior to March 1.

The school district requires the performance of each initial contract teacher to be evaluated in writing at least twice annually prior to April 1. The teacher shall receive a copy of each evaluation of his performance. The district requires that the performance of each continuing contract teacher be evaluated in writing at least once each year prior to April 1. The teacher shall receive a copy of each formal evaluation of his performance.

The superintendent and administrative staff shall develop the teacher performance evaluation system which shall be reviewed with the board. The performance evaluation system shall serve as a basis for improvement of instruction, enhancement of curriculum program implementation, measurement of both individual teacher performance and professional growth and development and the performance level of all teachers within the school district and may be used as documentation for unsatisfactory performance for dismissal and termination proceedings.