

CERTIFIED STAFF EVALUATION

The Board and certified staff recognize the importance and value of evaluation in improving instruction and learning. Therefore, certified staff members shall be evaluated in accordance with established procedures.

An evaluation instrument shall be developed in accordance with State laws and District policies. The evaluation instrument shall be used by the administration as one measure to assess the level of teaching performance, to provide feedback to teachers as to their strengths and growth areas and to comply with State laws and District policies.

The evaluation instrument shall be used uniformly throughout the District.

Professional employees that are new to the district will be fully evaluated in year one and at least every third year thereafter in accordance with the Department of Public Instruction Educator Effective System. A professional employee may be evaluated more frequently at the discretion of the administration. Beginning in year four, an employee will be fully evaluated in accordance with the Department of Public Instruction Educator Effective System at least once every three years.

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