

EVALUATION OF PROFESSIONAL STAFF

A. Philosophy

Evaluation is a process whereby the effectiveness of the professional staff member is appraised in relation to his/her performance and his/her application of policies and procedures of the School District. Evaluation measures the degree of performance and the level of acceptability of that performance at a point in time. The most basic purpose of evaluation for the professional staff is the improvement of performance and, therefore, the improvement of the total educational program for the students in our district. Evaluation is a process by which positive direction is given to individual professional staff.

Underlying our evaluation procedures are five premises:

1. To assist the individual teacher in providing a high quality education for students;
2. To provide a means of periodically assessing individual performance of a teacher over a period of time;
3. To spend time in cooperatively detailing staff members' current performance level, the areas of improvement, and the program that will lead to further improvement.
4. To identify exceptional educational practices and superior teaching performance.
5. To provide data for personnel practices relating to retention, promotion, dismissal, upgrading, and assignment of responsibilities.

This evaluation system is designed to help individual teachers recognize aspects of his/her teaching performance and to assist him/her in improving his/her skills. It is hoped that it will foster self-evaluation and self-improvement. A desire for improvement is a major District goal, and it is hoped that the evaluation system will assist us in working toward this goal.

B. Objectives

1. To improve instructional teaching performance and to facilitate professional development.
2. To recognize exceptional educational practices and superior teaching performance.
3. To enhance student self-sufficiency and academic growth.
4. To gather information that may be helpful in planning in service and growth experience for staff members.
5. To improve the instructional support program through the collection of data and information pertaining to an individual's professional performance.
6. To provide data for personnel practices relating to retention, promotion, dismissal, upgrading, and assignment of responsibilities.
7. To incorporate the evaluation of professional staff into the total evaluation of District programs.
8. To identify and assist teachers who are experiencing difficulties in the performance of their duties and to develop an action plan to assist them.
9. To fulfill the requirements of School District policy.

Adopted:	November 10, 1987
Revised:	May 21, 1991
Reviewed:	February 5, 2002