

Personnel

Evaluation/Supervision

The Board of Trustees believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold staff accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law, negotiated employee contracts and Board-adopted evaluation standards.

(cf. 4141/4241 - Collective Bargaining Agreement)
(cf. 4119.21/4219.21/4319.21 - Professional Standards)
(cf. 4140/4240 - Bargaining Units)

Evaluation procedures shall include regular observation of teacher performance in the classroom.

The Superintendent or designee shall ensure procedures are uniform throughout the district.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance. The Superintendent or designee shall assist employees in improving their performance as suggested by improvement plans formulated by the evaluator. Staff members are encouraged to take initiative to request assistance as necessary to promote effective teaching.

(cf. 4131 - Staff Development)
(cf. 4139 - Peer Assistance and Review)

Evaluation Guidelines for Personnel Not Covered by an Employee Agreement

The guidelines for evaluation of certificated personnel shall reasonably relate to:

1. The progress of students towards standard of expected achievement at each grade level in each level of study in the district.
2. The instructional techniques and strategies used by the employee.
3. The employee's adherence to curricular objectives.
4. The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.

Personnel

Evaluation/Supervision (continued)

Certificated employees will be evaluated on an approved district form that will be filled with the Superintendent or designee in the personnel file of the employee.

Legal Reference:

EDUCATION CODE

33039 State guidelines for teacher evaluation procedures

35171 Availability of rules and regulations for evaluation of performance

44500-44508 Peer assistance and review program for teachers

44660-44665 Evaluation and assessment of performance of certificated employees (the Stull Act)

GOVERNMENT CODE

3543.2 Scope of representation

UNITED STATES CODE, TITLE 20

7801 Definition of highly qualified teacher

Policy Adopted: March 23, 1987

Policy Revised: September 26, 2005; December 5, 2005