

PERSONNEL

Probation and Evaluation

The Board recognizes that the teaching process is an extremely complex one, and that the appraisal of this process is a difficult and technical function. But because it is universally accepted that good teaching is the most important element in a sound educational program, teacher appraisal must be done.

Appraisal of teaching service should serve three purposes:

1. To aid the individual teacher to grow professionally.
2. To raise the standards of the teaching profession as a whole.
3. To raise the quality of instruction and educational services to the children of our community.

Therefore, the Board delegates to the professional staff the responsibility of developing, organizing, and implementing a system wide program for evaluating the instructional process as one means to insure quality control of instruction.

A procedure of evaluation to determine and assess professional skills and work performance shall be conducted for all probationary and permanent certificated employees as provided by law.

The evaluation shall have as its purpose a determination of the quality of the certificated employee's professional skills and work performance and shall provide a means by which to provide a certificated employee notice of any deficiencies, suggestions of improvement and assistance in overcoming deficiencies.

Each probationary certificated employee shall be evaluated at least once each semester. Each permanent certificated employee shall be evaluated according to the District evaluation procedure. The evaluations shall be conducted by the Superintendent or designee and shall be set forth in a written report which will be filed in the certificated employee's file.

Each evaluation shall be reviewed with the certificated employee and the certificated employee shall have the right to reply or otherwise respond to any portion of the evaluation with which the certificated employee does not agree.

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