

REEDSPORT SCHOOL DISTRICT

POLICY: EVALUATION OF LICENSED STAFF

CODE: GCN

Probationary teachers will be evaluated at least annually based upon multiple (at least two) observations. Data gained through observations in combination with other input determined appropriate by the Board and administration will be considered in development of the evaluation.

Contract teachers will be evaluated at least biennially, based upon multiple (at least two) observations. Teachers will be observed a minimum of once in each year of the biennial period. Additional observations and evaluations may be conducted as deemed necessary by the Board or administration.

The teacher evaluation procedures should be available to the teaching staff and shall be reviewed with them by building administrators at the beginning of each school year. As a matter of standard practice, the Board will receive a report from each building administrator of probationary staff. This review will be conducted in executive session in the December and February Board meeting each year.

The Board believes that staff evaluation should be directed towards the teacher making continual professional growth and to determine the teacher's performance of the teaching standards. As the process and procedures to implement this policy are developed, the following areas shall be major factors:

1. Focus on probationary staff to assure that only those who are proficient in meeting the standards are accorded contract status;
2. Develop and implement a staff inservice program that will assure the skills for attaining the district's goals;
3. Implement a program of assistance for improvement that focuses both on the needs of staff and quality means for remediation of areas not proficient in meeting standards;
4. Initiate adequate observation, conferencing and documentation at all phases of the evaluation cycle;
5. Implement a supervision process for staff that will encourage continued professional growth and job satisfaction.

END OF POLICY

Legal Reference: ORS 342.850
 OAR 581-22-22-715

Adopted: 8/23/76
Revised: 12/17/92
 8/17/94
 7/19/00
 3/20/02

SEE ALSO POLICY GCAA

Original Code:GAOA

Policy20/GCN
ck/3/22/02