

EVALUATION OF PROFESSIONAL STAFF

Principles and criteria for evaluation of the professional staff should be drawn from and reflect a philosophy that insures the continuing existence of a learning environment for the academic, vocational, physical, cultural and social growth of all students. The evaluation process should produce an outcome which is positive and emphasizes excellence in the teaching process. After each evaluation is made, a full written report will be submitted to the Superintendent of Schools.

The purposes of the performance appraisals are:

1. to improve the instructional program and personnel policies and procedures;
2. to assist the classroom teacher in improving and upgrading teaching performance. Inservice programs may be developed as a result of the appraisals;
3. to assist the Superintendent in properly evaluating employees; and
4. to provide a formal procedure for communication between the teacher and the administrator regarding the instructional program and student progress.

Teacher performance will be measured by clearly stated and commonly understood criteria, which provides the Superintendent with an objective basis for making staff recommendations to the Board of Education.

The procedures and guidelines for formal and informal observations and evaluations of teachers shall be those agreed to with the employee organization representing the teaching staff and set forth in the collective bargaining agreement.

Cross-ref: 9211, Professional Staff Qualifications

Ref: Education Law §3031
8 NYCRR §100.2(o)(1)

Note: Prior policy, Policy Manual, 4201.1a, revised (also replacing prior policy, 4201)