

EVALUATION OF PROFESSIONAL STAFF

The Board requires a program of comprehensive, performance-based evaluations for each professional staff member it employs in order to ensure high-quality staff performance that improves student achievement and enhances the instructional programs of the district. The evaluation shall be ongoing and of sufficient specificity and frequency to provide for demonstrated standards of competency and academic ability.

The primary purpose of a performance-based evaluation is to facilitate and improve employee performance and instruction to enhance student learning. An effective evaluation system should identify areas of teaching/administrative strength and weakness and provide direction for maintaining and improving teacher/administrator skills through professional staff development activities. The secondary purpose is to determine whether performance meets the degree of competency required for continued employment.

Probationary teachers are minimally expected to perform at the expectation level on all criteria on the district's performance-based evaluation instrument. Failure to maintain this level of performance is a ground for nonrenewal.

The procedures and instruments for professional staff evaluation will be developed by the administration, in consultation with the district's professional staff, and will be approved by the Board. Teacher evaluation instruments must minimally reflect the standards listed in this policy. One (1) copy of the completed evaluation form shall be given to the staff member concerned, one (1) copy filed in the employee's personnel file at the office of the Board of Education and one (1) copy retained by the appropriate administrator/evaluator.

Teaching Standards

All teachers in the Tri-County RVII shall:

1. Be knowledgeable of the content and prepared for instruction.
2. Keep current on instructional knowledge and explore changes in teaching behaviors that will improve student performance.
3. Promote active student participation in the learning process and ensure that all students have success.
4. Use various forms of assessment to monitor and manage student learning.
5. Communicate and interact with the community in a professional manner.

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6. Effectively maintain student time on task.
7. Act as a responsible professional in carrying out the mission of the district.

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Adopted: 12-19-1995

Revised: 03-11-2010

MSIP Refs: 6.5.2

Legal Refs: ' ' 161.380, 168.128, .410, RSMo.

Tri-County RVII School District; Jamesport MO