

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE:** DECEMBER 19, 2016

**TO:** BOARD OF EDUCATION

**FROM:** JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

**SUBJECT:** SECOND READING OF REVISED SBR 200-10-2: PERSONNEL –  
TEACHER EVALUATION POLICY & SBR 200-10-2R: PERSONNEL –  
TEACHER EVALUATION PROGRAM ADMINISTRATIVE  
PROCEDURES

**COMMENTS:**

With approval of a Q Comp Plan by the District, Bemidji Education Association (BEA), and Minnesota Department of Education (MDE); revisions were necessary to the Teacher Evaluation Policy and Teacher Evaluation Program Administrative Procedures to incorporate teacher peer evaluation every year. The attached revised policy and administrative procedures are recommended for approval upon second reading.