

PERSONNEL – TEACHER EVALUATION POLICY

The Bemidji School Board recognizes the critical role a quality teacher evaluation program plays in improving student achievement. Administrative procedures have been developed to provide a teacher evaluation procedure that aims to improve instruction and comply with applicable state statutes. Procedures address the following program components:

1. Probationary teachers will receive three formal evaluations each year until they are placed on continuing contract.
2. Continuing contract teachers will be included in the Teacher Evaluation Cycle which includes **Peer Review and Professional Growth and Development Plans** in year 1, **Peer Review and Self-Assessment** in year 2, and **Summative Evaluation** in year 3.
3. Technical Assistance will be provided for any teacher who fails to meet the evaluation expectations and needs help to improve their teaching performance.