

Evaluation of Staff

An effective evaluation program is essential to a quality educational program and an important tool in the improvement of the individual teachers' instruction, in the assessment of his/her performance and in the ability of the individual classified employee to carry out his/her specific job assignments. Under Board policy, administrators, supervisors, and managers are charged with the responsibility of evaluating the staff in order to assess the performance of individual employees in meeting the expectations of their assignments. An evaluation program provides a tool for supervisors who are responsible for making decisions about promotion, demotion, contract extension, contract nonextension, contract renewal or nonrenewal, dismissal and discipline.

~~All classified employees will be formally evaluated by their immediate administrative supervisor at least once during their first six months of employment and at least biennially thereafter.~~

Licensed Staff

Evaluation of licensed staff shall be conducted to conform to Oregon Revised Statutes, Oregon Administrative Regulations, and any applicable labor contract provisions.

Teachers' evaluations shall be designed to promote the District Strategic Plan, be customized based on collaboration with staff, and include the core teaching standards adopted by the State Board of Education.

The standards include:

1. Learner development;
2. Learning differences;
3. Learning environment;
4. Content knowledge;
5. Application of content;
6. Assessment;
7. Planning for instruction;
8. Instruction strategies;
9. Professional learning and ethical practice;

10. Leadership and collaboration.

Evaluations must attempt to:

1. Strengthen the knowledge, skills, disposition and practices of teachers;
2. Refine the support, assistance and professional growth opportunities offered to a teacher, based on the individual needs of the teacher and the needs of the school and district;
3. Allow the teacher to establish a set of practices and student learning objectives that are based on the individual circumstances of the teacher;
4. Establish a formative growth process for each teacher that supports professional learning and collaboration with other teachers; and
5. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the teacher.

Classified Staff

All classified employees will be formally evaluated by their immediate administrative supervisor at least once during their first six months of employment and at least biennially thereafter.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[ORS 342.856](#)

[OAR 581-022-1720](#)

[OAR 581-022-1723](#)

[OAR 581-022-1724](#)