

#4115.1

Evaluation of Certified Staff

The Board of Education affirms that monitoring and developing the educational techniques and effectiveness of classroom teachers is essential for successful learning by students. Therefore, principals will consider instructional supervision of teachers as the highest priority of their responsibility. At a minimum, elements of effective supervision consist of the following:

- formal and informal classroom visitations by principals and other supervisory staff;
- monitoring of teaching to ensure that the core elements and proficiencies of instruction are a part of the teaching process;
- setting reasonable instructional objectives;
- ensuring that a variety of instructional materials are used in assisting students to reach expected academic standards;
- providing staff development opportunities for all staff;
- reviewing the job description critically with each teacher; and
- writing, implementing and monitoring action plans for the improvement of instruction by each teacher.

Although the supervision of teaching effectiveness is a continuous process, an official attestation as required by policy will occur at least once each year per the guidelines set forth in the district-approved performance evaluation plan.

Legal Reference: Connecticut General Statutes

10-145b Teaching certificates

10-151a Access of teacher to supervisory records and reports in personnel file

10-151b Evaluation by superintendent of certain educational personnel.
(amended by PA 04-137, An Act Concerning Teachers' Evaluations)

10-151c Records of teacher performance and evaluation not public records

10-220a(b) In-service training. Professional development. Institutes for educators. Cooperative and beginning teacher programs, regulations.

20 U.S.C. Section 1119 No Child Left Behind Act

34 C.F.R. 200.55 Federal Regulations

Circular Letter C-6, Series 2004-2005, Determining "Highly Qualified" Teachers

Circular Letter C-9, Series 2004-2005, "No Child Left Behind" and Districts'

High **O**bjective **U**niform **S**tate **S**tandard of **E**valuation (HOUSSE) Plans.

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