

The Superintendent, or the Superintendent’s designee, shall have the overall responsibility for the administration and monitoring of the District Performance Evaluation Program and will ensure the fairness and efficiency of its execution.

The evaluation of Administrators and Certified Personnel shall be distributed as follows:

| | Administrators | Certified Personnel |
|-----------------------|-----------------------|----------------------------|
| Parent Input | 10% | 10% 5% (secondary) |
| Student Input | | 5% (secondary) |
| Teacher Input | 10% | |
| Student Achievement | 10% | 10% |
| Professional Practice | 70% | 80% |

Administrator Evaluations are outlined in Policy 650.00 Evaluation of Administrators.

Timeline

Administrative Individual Professional Learning Plan (650.00D) due September 1.

Mid-Year AIPLP Review and Self Evaluation (650.00G) due February 15.

Summative Evaluation due to the District Service Center by June 1.

Professional Practice for Administrators shall be evaluated on the following Domains:

- Domain 1: School Climate (20%)
- Domain 2: Collaborative Leadership (25%)
- Domain 3: Instructional Leadership (25%)

Certified Evaluations are outlined in Policy 660.00 Certified Evaluations.

Timeline

Individual Professional Learning Plan (660.00B) due October 1.

Self-Evaluation (660.00F) due February 15.

Summative Evaluation (660.00) by supervisor due to the District Service Center by May 15.

Observations

Each certificated staff member’s evaluation shall annually include a minimum of two (2) documented observations, one (1) of which shall be completed prior to January 1.

Professional Practice for certificated personnel shall be based on the following Domains:

- Domain 1: Planning & Preparation (25%)
- Domain 2: The Classroom Environment (20%)
- Domain 3: Instruction and Use of Assessment (25%)
- Domain 4: Professional Responsibilities (10%)

Classified Evaluations are outlined in Policy 670.00 Evaluation of Classified Employees.

Timeline

Mid-Year evaluation meeting with supervisor by February 15.

Written Evaluation by supervisor due to the District Service Center by May 15.

Observations

Observation and monitoring of the classified employee shall be done in a professional and ethical manner. Performance appraisal will be continuous and may not be limited to items and procedures set for formal evaluations.

ADOPTED: January 15, 2018

AMENDED: January 21, 2019