

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.