

**428 PROBATIONARY TEACHER EVALUATION**

**I. PURPOSE**

The purpose of this policy is to ensure that all probationary certified staff members are evaluated in accordance with Minnesota state statutes. Inherent in an evaluation plan is a means for improving employee performance and ensuring continued instructional improvement.

**II. GENERAL STATEMENT OF POLICY:**

- A. The district understands that effective teaching improves student achievement, making an evaluation and improvement plan an essential element of an educational program which promotes success for all students.
  
- B. All teachers in the School District, during the first three years of consecutive employment, shall be deemed to be in a probationary period of employment during which period any annual contract may or may not be renewed by the School Board. Probationary teachers shall be comprehensively evaluated a minimum of three times a year. These evaluations should take place each year by December 1, February 1, and May 1. Any deficiency in teaching shall be clearly identified in writing and a reasonable time given to the teacher to remedy the deficiency.

Copies of the written appraisals will be provided to the probationary teacher and placed on file in the Human Resources Department.

**Legal References:** Minn. Stat. § 122.A41 Subd. 2. (Teacher Tenure Act; Cities of the First Class; Definitions)

Adopted: 06-09-1970  
Revised: 08-09-1983  
10-09-1984  
06-20-1995