

Policy 4115: Evaluation/Supervision

Status: DRAFT

Original Adopted Date: 10/05/2010 | Last Revised Date: 12/11/2012 | Last Reviewed Date: 12/11/2012

The Governing Board believes that regular, and comprehensive evaluations **designed to hold** can help instructional staff **accountable for their performance are key to improving** improve their teaching skills and **raising** raise students' levels of achievement.

Evaluations also serve to hold staff accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law, negotiated employee contracts and Board-adopted evaluation standards.

Objective standards from the National Board for Professional Teaching Standards and/or the California Standards for the Teaching Profession shall be reviewed and may be incorporated in district evaluation standards with the agreement of the exclusive representative of the certificated staff.

Evaluation procedures must include observation of teacher performance in the classroom.

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the district.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance. The Superintendent or designee shall assist employees in improving their performance and **encourages them** may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary, **including participation in appropriate staff development and/or individualized teacher support and guidance programs.**

The Superintendent or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria: (Education Code 44662) promote effective teaching.

1. **Students' progress toward meeting district standards of expected achievement for their grade level in each area of study and, if applicable, towards the state-adopted content standards as measured by state-adopted criterion-referenced assessments**
2. **The instructional techniques and strategies used by the employee**
3. **The employee's adherence to curricular objectives**
4. **The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities**

With the agreement of the exclusive representative of the certificated staff when applicable, the Superintendent or designee may incorporate objective standards from the National Board for Professional Teaching Standards and/or the California Standards for the Teaching Profession into district evaluation standards.

The evaluation of certificated employee performance shall not include the use of publishers' norms established by standardized tests. (Education Code 44662)

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities. (Education Code 44662)

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning and are uniformly applied throughout the district.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

Ed. Code 33039

Ed. Code 35171

Description

State guidelines for teacher evaluation procedures

Availability of rules and regulations for evaluation of performance

Ed. Code 44660-44665
Gov. Code 3543.2

Evaluation and assessment of performance of certificated employees
Scope of representation

Management Resources References

Description

- Commission on Teacher Credentialing Publication California Standards for the Teaching Profession, 2009
- Website National Board for Professional Teaching Standards - <https://simbli.eboardsolutions.com/SU/W4hc1FgK0ics8tTmuq7qslshw==>
- Website Commission on Teacher Credentialing - <https://simbli.eboardsolutions.com/SU/cxWNIqRUJlsa7efc7aH4Q==>
- Website CSBA - <https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==>
- Website California Department of Education - <https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==>

Cross References

Description

- 0500 Accountability - <https://simbli.eboardsolutions.com/SU/xCytvVrcYFBnFGHmu2mBFQ==>
- 4000 Concepts And Roles - <https://simbli.eboardsolutions.com/SU/OD2npGAZCiRik4Mzfor9zA==>
- 4100 Certificated Personnel - <https://simbli.eboardsolutions.com/SU/Xxynic3zNyoDNEzFvTcclA==>
- 4112.21 Interns - <https://simbli.eboardsolutions.com/SU/QZvPcHT2nD9e0D5yIUlphQ==>
- 4112.21 Interns - <https://simbli.eboardsolutions.com/SU/hCsg7fFrJXEQu5xkv8JI9Q==>
- 4112.6 Personnel Files - <https://simbli.eboardsolutions.com/SU/ZbKyC91DY3CsgslshTWWChauQ==>
- 4112.9-E(1) Employee Notifications - <https://simbli.eboardsolutions.com/SU/slshXEwBJdPhVomnqSslshGXCamQ==>
- 4113 Assignment - <https://simbli.eboardsolutions.com/SU/sZzMn4gLi6zpKCi8VyJJUA==>
- 4113 Assignment - <https://simbli.eboardsolutions.com/SU/nuJniXqwYV0Ds3WwJ7z8bg==>
- 4116 Probationary/Permanent Status - <https://simbli.eboardsolutions.com/SU/CRQ368mKUKXPkhabKVcNkQ==>
- 4116 Probationary/Permanent Status - <https://simbli.eboardsolutions.com/SU/p3UeTNzU5l2xnsllshhgHxo5xw==>
- 4117.6 Decision Not To Rehire - <https://simbli.eboardsolutions.com/SU/o2nQQQhGstSpluscD2fiVJo7Q==>
- 4117.7 Employment Status Reports - <https://simbli.eboardsolutions.com/SU/NHicR0plusQplusLIV6uz4JtDzg==>
- 4118 Dismissal/Suspension/Disciplinary Action - <https://simbli.eboardsolutions.com/SU/rOKplusxHxHkrEBT6aplusTWhislshQ==>
- 4119.21 Professional Standards - <https://simbli.eboardsolutions.com/SU/UTGFaZorlshLeTKDloySlOfQ==>
- 4119.21-E(1) Professional Standards - <https://simbli.eboardsolutions.com/SU/mGplusvfwZSZeWEomplumBplusTJTg==>
- 4131 Staff Development - <https://simbli.eboardsolutions.com/SU/qM93MntQ08IXE19SqYgZA==>
- 4131 Staff Development - <https://simbli.eboardsolutions.com/SU/xnIUHu4wamrtLwplus2OFxcA==>

4131.1	Teacher Support And Guidance - https://simbli.eboardsolutions.com/SU/rR0nJYVvnpIO2ffl9Unp2A==
4140	Bargaining Units - https://simbli.eboardsolutions.com/SU/Me9RciM9hArmlwaa2ObDsQ==
4212.6	Personnel Files - https://simbli.eboardsolutions.com/SU/6Sms9Cslshckj3AxFvjilVLwg==
4212.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/0ZJclXM1TTrTf1O5E1AArg==
4219.21	Professional Standards - https://simbli.eboardsolutions.com/SU/cRQObj7EJcTiplushojXxDrvw==
4219.21-E(1)	Professional Standards - Code Of Ethics Classified Employees - https://simbli.eboardsolutions.com/SU/Yn4FDSgBUNsbsWF3lvpkIQ==
4240	Bargaining Units - https://simbli.eboardsolutions.com/SU/Q7v5ZHk0L1RKpslbbtMO3w==
4312.6	Personnel Files - https://simbli.eboardsolutions.com/SU/c66XSPEsGJAEqplus435ncEpw==
4312.9	Employee Notifications - https://simbli.eboardsolutions.com/SU/a1UsQLi9B3PWIEPE2MJvAQ==
4315	Evaluation/Supervision - https://simbli.eboardsolutions.com/SU/vhVGplusECQumJfKslshW3darlwg==
4319.21	Professional Standards - https://simbli.eboardsolutions.com/SU/aVzvR2gnF6PxyE8OYijAPA==
4319.21-E(1)	Professional Standards - https://simbli.eboardsolutions.com/SU/sVVtgfkApxmtRMQLsMRyQ==
4340	Bargaining Units - https://simbli.eboardsolutions.com/SU/tg00qOmHqwH523KetmcluA==
6011	Academic Standards - https://simbli.eboardsolutions.com/SU/JGwlj5Qt4sslshSu4aJhZ5XAQ==
6020	Parent Involvement - https://simbli.eboardsolutions.com/SU/MWXILQ494aeY3920IWPxlg==
6020	Parent Involvement - https://simbli.eboardsolutions.com/SU/YMCslshYRfeMGnJYFXn2LFUFQ==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/wLhC38lfitHbiftplusu8Slqg==
6142.7	Physical Education And Activity - https://simbli.eboardsolutions.com/SU/st47PplusnstvXplus2ge0izZVwA==
6162.5	Student Assessment - https://simbli.eboardsolutions.com/SU/O1pOcHMRQnwXK2yNAfbMyg==
6162.51	State Academic Achievement Tests - https://simbli.eboardsolutions.com/SU/NUVRB6a69j7omFVQPA0iVw==
6162.51	State Academic Achievement Tests - https://simbli.eboardsolutions.com/SU/DvplusGs1o9QPJTzyqtV9Jopw==
9000	Role Of The Board - https://simbli.eboardsolutions.com/SU/yCFHLIFLUDCtfgppluseQHTJg==
9321	Closed Session - https://simbli.eboardsolutions.com/SU/eQxvTE4sunzJru8wB8gc1g==