

## **Certificated Staff Evaluation**

The board believes that quality teaching is of critical importance to a sound educational program and that thorough and regular appraisal of teaching and supervisory performance is crucial to improving the total educational process.

A continuous program of performance appraisal of all certificated personnel will be established and maintained. The purpose of performance appraisal is to ensure a high quality of teaching and supervision primarily to advance the instructional program of students. Another purpose of the evaluation system is to provide information to management and leadership to assist them in making personnel decisions.

The board empowers the superintendent with the authority to evaluate any principal or staff member at any time and as often as necessary. The same authority is extended to principals or designees in evaluating their faculty members.

Annually, a formal evaluation of each teacher is required. The principal may conduct as many observations as deemed necessary. This process should be concluded by a summaritive evaluation.

The appraisal process developed in the school district will comply with all state policies and procedures outlined by the State Board of Education. Appraisal forms shall be uniform throughout the district with one copy given to the staff member and one copy being filed in the superintendent's office.

Instructional staff with satisfactory final appraisals will be recommended for rehire to the board while instructional staff with unsatisfactory final appraisals will be recommended for probation or nonrenewal to the board members.

### **Monitoring of Evaluation and Teacher Evaluation Committee:**

The Bruneau-Grand View evaluation committee, consisting of all stakeholders, will reconvene annually to review the teacher evaluation plan, the professional development plan and assess ongoing training needs for teachers and administrators on the evaluation model. The Superintendent will review committee and staff input and conference twice annually with building administration to monitor and evaluate the teacher evaluation model. Ongoing training and professional development for administrators and teachers in the districts evaluation model and policy will be funded with a combination of federal, state and local resources.

### **Professional development and funding:**

Ongoing training for evaluators/administrators and teachers on the districts evaluation standards,

tool and process will be provided annually on an as needed basis. This training will be funded through a combination of Federal, state and local resources.

**Collecting and using data:**

At the end of each year, the administrative team will meet to review and discuss the findings from the evaluations. The results will inform professional development offered during the following school year.

<b>Legal source:</b>	Idaho Code 33-513	"Professional personnel."
	Idaho Code 33-514	"Issuance of annual contracts."
	Idaho Code 33-515	"Issuance of renewable contracts."
	Idaho Code 33-1001	"Definitions."

<b>Adopted:</b>	September 26, 1996
<b>Reviewed:</b>	August 30, 2006
<b>Revised:</b>	July 15, 2010