

STAFF EVALUATION

The Board of Education believes that the regular, rigorous and meaningful evaluation of staff is necessary to maintain continuous progress in the achievement of students and the efficiency of district operations. To this end, the Superintendent of Schools shall be responsible for ensuring that all district employees are evaluated annually and receive additional staff training, if necessary, to improve their skills.

Administrators

All administrators in the school district shall be evaluated annually by the Superintendent or designee in accordance with any applicable collective bargaining agreement.

Professional Employees

All professional employees shall be evaluated annually in accordance with any applicable collective bargaining agreement and the district's Professional Performance Review Plan. The Plan shall include criteria for evaluating professional employees, assessment methods, plans to improve unsatisfactory performance, and training for evaluators.

The Superintendent or designee shall collaborate with teachers, pupil personnel professionals, administrators and parents in developing the Plan. The Superintendent or designee shall be responsible for selecting those individuals with whom to collaborate in the development of the Plan.

The Superintendent shall submit the district's Professional Performance Review Plan, with any recommended changes, to the Board for its approval. The approved plan will be available in the district offices by September 10 of each year.

Each year the Superintendent shall provide a report to the State Education Department on information related to the district's efforts to address the performance of teachers rated unsatisfactory.

Support Staff

Support staff (those staff not required to be evaluated under the Professional Performance Review Plan) shall be evaluated annually in accordance with any applicable collective bargaining agreement and Civil Service Law. The Superintendent shall ensure that all required evaluations take place.

Training

The Superintendent shall ensure that staff who are required to evaluate other staff are provided sufficient training in assessment and evaluation.

Ref: 8 NYCRR § 100.2(o)(2) (Professional Performance Review Plans)

Date Adopted: 5/16/06