

**EVALUATION/SUPERVISION**

The Governing Board believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and 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.

*(cf. 4141/4241 - Collective Bargaining Agreement)*

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

*(cf. 4140/4240 - Bargaining Units)*

*(cf. 4315.1 - Staff Evaluating Teachers)*

Evaluations may also include input from other teachers from the same or another district school.

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 endeavor to assist employees to improve their performance and may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary to promote effective teaching.

*(cf. 4131 - Staff Development)*

*(cf. 4139 - Peer Assistance and Review)*

*Legal Reference: (see next page)*

## EVALUATION/SUPERVISION (continued)

### *Legal Reference:*

#### EDUCATION CODE

33039 *State guidelines for teacher evaluation procedures*

35171 *Availability of rules and regulations for evaluation of performance*

44500-44508 *Peer assistance and review program for teachers*

44660-44665 *Evaluation and assessment of performance of certificated employees (the Stull Act)*

#### GOVERNMENT CODE

3543.2 *Scope of representation*

### *Management Resources:*

#### CTC PUBLICATIONS

*Standards for the Quality and Effectiveness for Beginning Teacher Support and Assessment Programs*, 1997, Commission on Teacher Credentialing and State Superintendent of Public Instruction

*California Standards for the Teaching Profession*, 1997, Commission on Teacher Credentialing

#### WEB SITES

CSBA: <http://www.csba.org>

CDE: <http://www.cde.ca.gov>

California Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

National Board for Professional Teaching Standards: <http://www.nbpts.org>