

Adopted: August 19, 2002

District 77 Policy 467

Revised: February 21, 2012
April 17, 2017

467 PERFORMANCE EVALUATION - BUILDING PRINCIPALS AND DIRECTORS

I. PURPOSE

The purpose of this policy is to provide for a systematic process of performance evaluation for building principals and directors.

II. GENERAL STATEMENT OF POLICY

The School Board is committed to providing the best possible educational opportunities for students in Mankato Area Public Schools. Learning can best be achieved by increasing professional staff effectiveness through a performance evaluation process that emphasizes a cooperative working relationship. Performance evaluation is intended to support employees in enhancing their strengths and accepting the challenge of self-improvement. Performance evaluation should be a continuous, constructive, and cooperative endeavor.

III. EVALUATION FORMS AND PROCEDURES

To identify and measure performance, principals and directors in Mankato Area Public Schools will be evaluated by the Superintendent or designee in the following evaluation process:

- A. Formal evaluation process (every three years):
 - 1. Annual meeting to plan and develop professional growth targets.
 - 2. Regular meetings to monitor and review staff feedback such as surveys, and progress of annual goals.
 - 3. Meeting to review summative evaluation and assessment of goal completion.

IV. FREQUENCY OF EVALUATIONS

Tenured principals and directors will be evaluated formally every third year. Probationary principals and directors will be evaluated annually during their probationary period as outlined in M.S. §125.12, subd. 3.

Legal References: Minn. Stat. §122A.40, Subd. 5

Cross References: