

**EVALUATION/SUPERVISION**

For additional information on this subject, please see the current employee agreement(s) with:

TRACY TEACHERS ASSOCIATION CTA/NEA  
TRACY SECONDARY EDUCATORS ASSOCIATION CTA/NEA  
TRACY SUBSTITUTE TEACHERS ORGANIZATION

**EVALUATION/SUPERVISION (continued)**

The Governing Board believes that regular evaluations can help certificated instructional staff realize their highest potential, improve their teaching skills and raise students' levels of achievement. The Superintendent or designee shall evaluate the effectiveness of certificated instructional staff members in accordance with law and negotiated contracts.

The Board encourages certificated instructional staff to request further observations and/or professional advice.

The Board shall adopt evaluation criteria and procedures consistent with law. The Superintendent or designee shall ensure that certificated employees have access to the district's written rules and regulations for the evaluation of their performance.

**Evaluation**

Evaluation is a process whereby the effectiveness of the professional staff member is appraised in relation to job-related responsibilities and duties, predetermined district goals and objectives, board and community expectations, employee competencies, teaching conditions, and district policies, regulations and procedures.

The evaluation shall recognize the worth and needs of the individual evaluated in the total working environment, and shall lend direction toward improvement of individual effectiveness.

**Evaluation of Teachers and Other non-administrative Professionals**

Professional staff members covered by the terms of an employee agreement shall be evaluated according to its provisions. If there is no provision for evaluation in the agreement, or if there is no agreement, the Superintendent is directed to carry out an evaluation of staff members required by law until such an evaluation procedure is negotiated and becomes effective.

**Legal Reference:**

**EDUCATION CODE**

|             |   |
|-------------|---|
| 33039       | State guidelines for teacher evaluation procedures                  |
| 35160.5     | Requirement for policies re competency of evaluators                |
| 35171       | Availability of rules and regulations for evaluation of performance |
| 44660-44665 | Evaluation and assessment of performance of certificated employees  |

**EVALUATION/SUPERVISION (continued)**

GOVERNMENT CODE

3543.2

Scope of representation