

Series 4000 – Personnel – Certified & Non-Certified

1. Certified Personnel

A. Permanent Personnel

(5) Evaluation/Supervision

The Superintendent shall assure that all certified staff, i.e., teachers, principals and all other administrators, are continuously evaluated in accordance with Connecticut General Statutes, applicable labor contracts, and personnel evaluation plans approved by the Suffield Board of Education. Such evaluations shall reflect the core design principles of the recently adopted (2014) System for Educator Evaluation and Development (SEED) model. Specifically the design principles are:

1. Consider multiple standards-based measures of performance.
2. Emphasize growth over time.
3. Promote both professional judgment and consistency.
4. Foster dialogue about student learning.
5. Encourage aligned professional learning, coaching and feedback to support growth.
6. Ensure feasibility of implementation.

The Suffield Public Schools believes that evaluation when paired with effective, relevant and timely support, has the potential to help move teachers along the path to exemplary practice. People learn and grow by co-assessing current performance, setting clear goals for future performance and outlining the supports they need to close the gap. All teachers will identify their professional learning needs in mutual agreement with their evaluator, which will serve as the foundation for ongoing conversations about the teacher's practice and impact on student outcomes. A written evaluation will be completed annually for each employee.

Legal Reference: Connecticut General Statute

10-151b. Evaluation by superintendents and certain educational personnel
CT State Department of Education – 2013 SEED Handbook

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SUFFIELD PUBLIC SCHOOLS
Suffield, Connecticut