

## PERSONNEL

### EVALUATION

#### Superintendent of Schools

The Board of Education shall evaluate the performance of the Superintendent of Schools annually in accordance with the guidelines and criteria mutually determined and agreed to by the Board and the Superintendent.

#### Certified employees

The Superintendent shall continuously evaluate or cause to be evaluated each professional employee who holds a certificate or permit issued by the State Board of Education (teachers and administrators). Such evaluations shall be conducted in accordance with the guidelines established by the State Board of Education, other guidelines as may be established by mutual agreement between the Board and the teacher's collective bargaining representative and consistent with the comprehensive professional development plan required by Connecticut General Statutes §10-220a. An evaluation shall include, but need not be limited to: strengths, areas needing improvement and strategies for improvement.

The Superintendent of Schools shall report the status of such evaluations to the Board on or before June first of each year. A claim by a certified employee of the failure to follow the established procedures of such evaluation program shall be subject to the grievance procedure in the applicable collective bargaining agreement.

#### Non-certified employees

The Board of Education endorses a continuous process of evaluation of all employees in the school district.

#### Legal References: Connecticut General Statutes

10-151b Evaluation by superintendents of certain educational personnel

10-157 Superintendents: Relationship to local or regional board of education; verification of certification status; waiver of certification; written contract of employment; evaluation of superintendent by board of education.

10-220a In-service training. Professional development. Institutes for educators. Cooperating teacher program, regulations.