

Lower Merion School District

Policy No.: 340
Section: EMPLOYEES
Title: EVALUATION OF PROFESSIONAL
AND TEMPORARY PROFESSIONAL EMPLOYEES
Date Adopted: 11/12/79
Date Last Revised: 2/22/2022; 12/3/21

340 EVALUATION OF PROFESSIONAL AND TEMPORARY PROFESSIONAL EMPLOYEES

Purpose

The District believes that it is a major responsibility of educators to participate in the evaluation of the quality and scope of their services. To enable educators to meet this responsibility more effectively, the District calls for continued research and experimentation to develop means of objective evaluation of the performance of all educators, including identification of (1) factors that determine professional competence; (2) factors that determine the effectiveness of competent professionals; and (3) methods of evaluating effective professional service.

Authority

The evaluation plan for professional employees shall be in accordance with the state plan for such purposes or in accordance with Board approval and these guidelines.

Delegation of Authority

The Superintendent shall establish regulations pursuant to which evaluations of temporary professional employees and professional employees are conducted using district appraisal forms consistent with applicable law.

All temporary professional employees shall be rated no less frequently than twice each year. All professional employees shall be rated no less frequently than once each year.

An integral component of each individual evaluation shall be a conference between the employee and the employee's supervisor. This conference shall include a discussion of areas in need of improvement and directions or suggestions for improvement.

Legal Reference:

School Code § 1123