

**EVALUATION/SUPERVISION**

The Board of Trustees believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold staff accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law, negotiated employee contracts and Board-adopted evaluation standards.

Objective standards from California Standards for the Teaching Profession shall be reviewed and may be incorporated in district evaluation standards with the agreement of the exclusive representative of the certificated staff.

Evaluation procedures may include observation of teacher performance in the classroom.

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the district.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. Staff members are encouraged to take initiative to request assistance as necessary to promote effective teaching.

*Legal Reference:*

EDUCATION CODE

*33039 State guidelines for teacher evaluation procedures*

*35171 Availability of rules and regulations for evaluation of performance*

*44500-44508 Peer assistance and review program for teachers*

*44660-44665 Evaluation and assessment of performance of certificated employees (the Stull Act)*

GOVERNMENT CODE

*3543.2 Scope of representation*

UNITED STATES CODE, TITLE 20

*6319 Highly qualified teachers*

*7801 Definition of highly qualified teacher*

Policy revised: June 13, 2013

Policy

adopted: March 21, 2013

**EVERGREEN SCHOOL DISTRICT**

San Jose, California