

Probation and Evaluation

The Board recognizes that the teaching/learning process is the primary purpose for the existence of public schools. In order to insure that the highest quality of teaching takes place, the Board shall institute a policy for the appraisal of teaching performance in the Bon Homme Schools.

Appraisal of teaching services should serve these purposes:

- To assist the individual teacher to grow professionally;
- To raise the standards of the teaching profession as a whole and the quality of instruction in the Bon Homme Schools;
- Provide data that will assist the Board and administration in making employment decisions.

The policy will be instituted through the negotiations process and will be found in the Master Agreement. That policy shall govern the manner in which evaluation of teachers is carried out within the district.

Nonrenewal of a Probationary Teacher

Written notice of School Board action of nonrenewal must be given prior to April 15. See SDCL 13-43-6.3. No further process or reasons for nonrenewal of probationary teachers need be given. Once the Board has acted and the notice has been given, no further Board action is required. When contracts are issued, none are issued to probationary teachers who have been given notice.

Nonrenewal of a Continuing Contract Teacher

Written notice of the School Board action of nonrenewal must be given by the Superintendent or the School Board by April 15. The notice must identify one of the reasons set out in SDCL 13-43-6.1 as the basis for the action. You should give a reasonable time for the teacher to respond to this notice prior to the Board meeting.

Note: Due Process - The second paragraph of SDCL 13-43-6.3 may be construed to imply that after a teacher has received his or her fourth consecutive contract, there is a reasonable expectation of continued employment unless termination for one of the reasons set forth in SDCL 13-43-6.1 has occurred.

Reduction in Force - A Reduction in Force Policy is not statutorily required. Staff reduction procedure for probationary and non-probationary teachers is the same. Written notice of nonrenewal due to RIF must be provided by the School Board by April 15. No other action is required.

Legal References: SDCL 13-43-6.1 through 13-43-6.6; 13-46-1

Adopted: July 13, 1992

Revised: July 8, 1996; July 12, 2010