

## Staff Evaluation

With respect to evaluation of employees, the Superintendent shall not fail to develop an evaluation system, which is in compliance with Oregon laws, and measures employee performance in terms of achieving the Board’s Results policies and

Accordingly, the Superintendent shall not:

1. Fail to develop and administer an evaluation system for licensed personnel designed to:
  - a. Improve instruction.
  - b. Measure professional improvement, development and performance.
  - c. Document unsatisfactory performance.
  - d. Link teacher performance with multiple measures.
  - e. Assure that instructional time is used to maximize student learning.
2. Fail to develop and administer an evaluation system for classified personnel that links performance with continued employment.
3. Fail to develop and administer an evaluation system for administrative personnel that links multiple levels of performance with continued employment.
4. Fail to use data and themes from completed evaluations to develop relevant professional development opportunities for staff

**Monitoring Method:** Internal Report  
**Monitoring Frequency:** Annually