

ARTICLE V. PERSONNEL

Section 16. Performance Evaluations.

Teachers and administrators shall be evaluated in accordance with state law using one of the evaluation tools allowable by the Michigan Department of Education. The goal of the evaluation system is to improve teacher and administrator work performance, and to locate those teachers and administrators who are less than “effective.” Evaluations shall be used as a factor in staffing, placement and layoff and recall decisions as permitted under state law.

Non-administrator and staff other than probationary and tenured teachers shall be evaluated in accordance with the evaluation process and procedures developed by the Human Resources Department and approved by the Superintendent, or where applicable, as negotiated in the collective bargaining agreements, or in an individual’s employment contract with the District.