

GDB. PERFORMANCE

GDB1. Performance Evaluations – Probationary Licensed Personnel

1. Probation

A probationary employee is employed on a contract basis for two (2) one-year periods and has no right to employment after either of the two (2) probationary contract years. If a probationary employee has received during the first year of his probationary period three evaluations which state that the employee's overall performance has been satisfactory, the superintendent of schools of the school district or his designee shall waive the second year of the employee's probationary period by expressly providing in writing on the final evaluation of the employee for the first probationary year that the second year of his probationary period is waived.

2. Evaluation

It is the intent of the District and the Nevada legislature that a uniform system be developed for objective evaluation of teachers and other licensed personnel in each school district. In order to achieve this objective, the District shall ensure that all licensed personnel are evaluated at regular intervals pursuant to NRS 391.3125 and NRS 391.3127.

Each board, following consultation with and involvement of elected representatives of the teachers or their designees, shall develop a policy for objective evaluations in narrative form. The policy must set forth a means according to which an employee's overall performance may be determined to be satisfactory or unsatisfactory. The policy may include an evaluation by the teacher, pupils, administrators or other teachers or any combination thereof. In a similar manner, counselors, librarians and other licensed personnel must be evaluated on forms developed specifically for their respective specialties. A copy of the policy adopted by the board must be filed with the department. The primary purpose of an evaluation is to provide a format for constructive assistance. Evaluations, while not the sole criterion, must be used in the dismissal process.

END OF POLICY
