

PERSONNEL

Evaluation: Licensed Personnel

A. Procedure

The School Board shall develop a procedure for use by the Superintendent and other administrators to evaluate instructional personnel that is appropriate to the tasks performed ~~and addresses, among other things by instructional personnel which shall be used by the Superintendent and administrators to evaluate instructional personnel. The process must address:~~ 1) Professional Knowledge; 2) Instructional Planning; 3) Instructional Delivery; 4) Assessment of and for Student Learning; 5) Learning Environment; 6) Culturally Responsive Teaching and Equitable Practices; 7) Professionalism; and 7) Student Academic Progress. The Superintendent or designee shall provide the School Board with a written recommended procedure for evaluation for the School Board to consider and adopt.

Student academic progress must be a significant component and an overall summative rating in the teacher evaluation. Teacher evaluations shall also include:

1. Regular observation and evidence that instruction is aligned with the school's curriculum.
2. Identification of areas of individual strengths and weaknesses.
3. Recommendations for appropriate professional activities.
4. An evaluation of cultural competency.

B. Evaluator Training

~~Beginning September 1, 2000, Principals, Assistant Principals and other administrative personnel participating in the evaluation and documentation of employee performance must have received training provided by the Superintendent and his staff or designees, pursuant to Virginia Code § 22.1-253.13:5, in the evaluation and documentation of employee performance, which evaluation and documentation shall include, but shall not be limited to, employee skills and knowledge and student academic progress. Assistant principals and other administrative personnel participating in the evaluation and documentation of employee performance must also be trained in the evaluation and documentation of employee performance.~~

C. Probationary Employees

Appropriate administrative staff shall annually evaluate probationary teachers by using School Board developed procedures. The Superintendent shall consider each annual evaluation of a probationary employee in the nonrenewal process. If a teacher's annual performance evaluation during the probationary period is unsatisfactory, the School Board shall not reemploy such teacher.

Editor's Note

See School Board Policy 4-56 for mentorship program for probationary teachers and financial incentives for excellence in teaching.

Legal Reference

Code of Virginia § 22.1-253.13:5, as amended. Standard 5. Quality of classroom instruction and educational leadership.

Code of Virginia § 22.1-253.13:7, as amended. Standard 7. School board policies.

Code of Virginia § 22.1-303.1, as amended. Immunity from civil liability for certain individuals.

Code of Virginia § 22.1-293, as amended. School Boards authorized to employ principals and assistant principals; licensed required; powers and duties.

Code of Virginia § 22.1-295, as amended. Employment of teachers.

Code of Virginia § 22.1-303, as amended. Probationary terms of service for teachers.

Virginia Department of Education. *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* (approved March 18, 2021), as amended.

Virginia Department of Education. *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* (effective July 1, 2012).

Virginia Department of Education. *Virginia Standards for the Professional Practice of Teachers* (effective on July 1, 2012).

Related Links

School Board [Policy 4-56](#)

Adopted by School Board: March 18, 1975

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

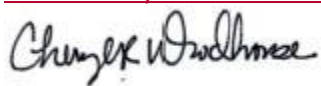
Amended by School Board: March 7, 2000

Amended by School Board: February 8, 2005

Amended by School Board: December 4, 2012

Amended by School Board: March 27, 2018

Amended by School Board:



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APPROVED AS TO
LEGAL SUFFICIENCY

