



PERSONNEL – CERTIFICATED EMPLOYEES

BOARD POLICY – EVALUATION/SUPERVISION

BP 4115

The County Board of Education and the County Superintendent of Schools believe that regular, comprehensive evaluations designed to hold instructional staff accountable for their performance are key to improving their teaching skills and raising students' levels of achievement.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance and encourages them to take initiative to request assistance as necessary, including participation in appropriate staff development and/or individualized teacher support and guidance programs.

The County Superintendent of Schools or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria: (Education Code 44662)

1. Students' progress toward meeting SBCEO standards of expected achievement for their grade level in each area of study and, if applicable, towards the state-adopted content standards as measured by state-adopted criterion-referenced assessments
2. The instructional techniques and strategies used by the employee
3. The employee's adherence to curricular objectives
4. The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities

With the agreement of the exclusive representative of the certificated staff when applicable, the County Superintendent of Schools or designee may incorporate objective standards from the National Board for Professional Teaching Standards and/or the California Standards for the Teaching Profession into SBCEO evaluation standards.

The evaluation of certificated employee performance shall not include the use of publishers' norms established by standardized tests. (Education Code 44662)

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities. (Education Code 44662)

The County Superintendent of Schools or designee shall ensure that evaluation ratings have uniform meaning and are uniformly applied throughout the SBCEO.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Management Resources

Commission on Teacher Credentialing
Publication
Website
Website
Website
Website

Description

California Standards for the Teaching Profession, 2009
[National Board for Professional Teaching Standards](#)
[CSBA](#)
[Commission on Teacher Credentialing](#)
[California Department of Education](#)

State

Ed. Code 33039
Ed. Code 35171
Ed. Code 44660-44665

Gov. Code 3543.2

Description

State guidelines for teacher evaluation procedures
Availability of rules and regulations for evaluation of performance
Evaluation and assessment of performance of certificated employees
Scope of representation

ADOPTED BY COUNTY BOARD: July 3, 1975
REVISED: May 7, 1992, April 7, 1994, September 1, 2022