

EMPLOYEE EVALUATIONS

1. Certified Personnel – Certified employees (other than contract principals) will be evaluated in accordance with an evaluation program approved for use by the Alabama State Board of Education. Contract principals will be evaluated in accordance with rules, regulations, and requirements promulgated by the State Department of Education or as may otherwise be permitted by law.
2. Non-Certified Personnel – Non-certified personnel may be evaluated in accordance with criteria and procedures to be developed by the Superintendent.
3. Use of Evaluations in Connection With Employment Decisions – Unless prohibited by law (including applicable regulations) or the terms of the evaluation instrument, employment evaluations may be considered in making employment decisions, together with such other information and considerations as may reasonably bear upon the wisdom, necessity, or advisability of the employment decision. However, employment evaluations are intended to enhance the overall quality of the school system’s instructional program and are not intended to confer, constitute, or give rise to any individual right, entitlement, or enforceable expectation of continued employment or advancement. Accordingly, except as may be specifically provided otherwise in state law applicable to “contract principals,” employees do not acquire any employment right or right of legal action based on any actual or alleged failure on the part of the Board or the evaluator to follow specific evaluation policies, regulations, or procedures.
4. Special Evaluation Situations – The Superintendent, the Chief School Financial Officer, and other employees who serve in positions of special trust or sensitivity may be evaluated by such means as may be permitted by law or applicable regulation or as agreed to in an employment contract.
5. Exempt Personnel - Except when required by law or contract, temporary, substitute, and occasional employees, or employees appointed to supplemental positions (e.g. coaches, extracurricular activity sponsors) will not be formally evaluated in those roles.

SOURCE: Athens City Board of Education, Athens, AL

ADOPTED: October 5, 1978; REVISED: May 27, 1986; October 26, 1989; April 11, 2002; June 5, 2008; REVISED: August 16, 2012

LEGAL REFERENCES: State Board of Education Resolution, I-1-f, January 11, 1990