EVALUATION OF PROFESSIONAL STAFF

The Superintendent of Schools, in collaboration with teachers, pupil personnel professionals, administrators, and parents selected by the Superintendent, will develop a Professional Performance Review Plan (PPRP). The PPRP requires that each teacher's performance be reviewed annually. Professional staff evaluations must be an effective means of appraising teacher performance. After each evaluation is made, a full written report will be submitted to the Superintendent and Assistant Superintendent for Curriculum and Instruction.

The purpose of the performance appraisals are:

1. to provide a formal procedure for communication between the teacher and the administrator regarding the instructional program and student progress;
2. to assist individual teachers in improving and upgrading teaching performance;
3. to raise the quality of instruction and educational services;
4. to assist the Superintendent in the objective evaluation of employees; and
5. The performance review must, at a minimum, contain the following criteria:
   a. Content knowledge of subject matter and curriculum
   b. Preparation
   c. Instructional Delivery
   d. Classroom Management
   e. Student Development
   f. Student Assessment
   g. Collaborative relationships that are effective with students, parents, and support personnel
   h. Reflective and responsive practice (continuous adjustments)

Ref: Education Law §3031
     Public Officers Law §§87 et seq. 8 NYCRR § 100.2(o)(1)

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