Evaluation/Supervision

Adopted: 04/21/1998 **| Last Revised:** 02/04/2025 **| Last Reviewed**: 02/04/2025

The Board of Education believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold teachers accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law and negotiated contracts.

The Superintendent or designee shall ensure that certificated employees have access to written regulations related to the evaluation of their performance in their assigned duties.

Evaluation procedures may include observation of teacher performance in the classroom.

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the district.

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. The Superintendent or designee shall assist employees in improving their performance and may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary, including participating in appropriate staff development and/or individualized teacher support and guidance programs to promote effective teaching.

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 Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Legal References:

STATE
EDUCATION CODE
33039 State guidelines for teacher evaluation procedures
35171 Availability of rules and regulations for evaluation of performance
44660-44665 Evaluation and assessment of performance of certificated employees
GOVERNMENT CODE
3543.2 Scope of representation
MANAGEMENT RESOURCES
COMMISSION ON TEACHER CREDENTIALING PUBLICATION
California Standards for the Teaching Profession (CSTP), October 2009
WEBSITES
CSBA District and County Office of Education Legal Services https://legalservices.csba.org/
National Board for Professional Teaching Standards http://www.nbpts.org/
Commission on Teacher Credentialing http://www.ctc.ca.gov/
CSBA http://www.csba.org/
California Department of Education http://www.cde.ca.gov/

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