

Title: Appraisal of Licensed Personnel

All licensed instructional staff shall be accountable for meeting Council Bluffs Community School District standards and criteria for performance under the supervision of an administrator with an evaluator approval license.

The professional growth system will:

- Provide quality standards for teacher performance;
- Provide a framework for staff career planning and professional development;
- Meet requirements of law, District policy, contractual obligations and due process;
- Include both a formative and summative component.

The professional growth and appraisal of teachers will encourage continued growth and development with an emphasis on improved student learning and learning outcomes.

The requirements outlined in the Professional Growth System booklet that is approved by the Board of Directors, in addition to those requirements regarding evaluation which may be provided by law, shall be followed.

Cross References:

419

Collective Bargaining Master Agreement

Professional Growth System

Legal References:

Iowa Code 20.9, 279.14

Approved: Jul. 18, 1989

Reviewed: February 24, 2026

Revised: March 28, 2006

May 24, 2011

March 22, 2016

March 23, 2021