No. 4220
SECTION: PERSONNEL
TITLE: TEACHER EVALUATION: PROFESSIONAL TEACHING STAFF

ADOPTED: 6/11/77
READOPTED: 6/21/10;1/29/14;11/15/16; 2/16/21;6/17/25
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OXFORD AREA SCHOOL DISTRICT

A. Performance of the professional teaching staff is a primary factor in the quality of a school system. Recognizing that evaluating the professional teaching staff is one means by which the Oxford Area School District may continuously improve the level of instruction for its students, the Superintendent of Schools is directed to formulate and implement a plan whereby this objective may be achieved.

B. The evaluation plan should incorporate the following:

1. Evaluation is to be used as:

a. a constructive measure to counsel and guide the teacher to his/her highest level of competency

b. to provide a basis for decision making; particularly relative to tenure, permanent certification and continued employment

2. The evaluation procedure is to be a dynamic process which may be improved through the adoption of better methods and techniques as they are developed.

3. Professional staff may have a role in designing the evaluation process.

4. Data recorded as a result of the evaluation process will be treated as confidential material.

C. Each building principal or other appropriate administrator shall send the written evaluation for each teacher supervised to the Superintendent of Schools by the last student day of the school year.

D. Approved Pennsylvania Department of Education forms shall be used as the official evaluation forms of the Oxford Area School District for all professional teaching staff and as the evaluation form for all Instructional I teachers applying for their Instructional II certificate.

E. The Superintendent of Schools shall develop procedures for the implementation of this policy.