POLICY MANAGEMENT
Adopted: 06/17/2021
Reviewed/ Revised: 11/21/24*, 6/18/26**
Mandatory: Yes
Frequency: Every 3 years
Annual Distribution: Website

411-Teacher Evaluation and Peer Review Policy

Purpose

Art and Science Academy (ASA) is committed to high-quality instruction and continuous professional growth. This policy establishes a fair, consistent, and legally compliant teacher evaluation system aligned with Minnesota law and focused on improving teaching and learning.

Legal Authority

This policy is adopted in accordance with:

- Minnesota Statute § 122A.40, Subd. 8 – Teacher evaluation and peer review
- Minnesota Statute § 122A.41, Subd. 5 – Teacher evaluation (charter schools)
- Minnesota Statute § 124D.10 – Charter school employment authority

Scope

This policy applies to all licensed teachers employed by ASA, including probationary and non-probationary teachers.

Evaluation Framework

ASA's teacher evaluation system will include the following required components:

1. Annual Evaluation of each teacher by a qualified evaluator.

2. Professional Practice Review aligned to teaching standards and ASA's instructional expectations.
3. Multiple Measures of Performance, which may include:
    - Classroom observations
    - Lesson planning and instructional artifacts
    - Student engagement and instructional strategies
4. Student Growth Measures, when applicable, as one component of evaluation.

5. Observation and Feedback

1. Teachers will receive formal and informal observations each year.
2. Evaluators will provide timely, written feedback.
3. Teachers will have opportunities to reflect on practice and respond to evaluation findings.

6. Professional Development and Growth Plans

1. Evaluation results will be used to inform individualized professional development.
2. Teachers who do not meet performance expectations may be placed on an improvement or support plan.
3. Support plans will include clear goals, resources, and timelines.

7. Peer Review (When Applicable)

ASA may utilize peer review processes consistent with Minnesota law to support professional growth and instructional improvement.

8. Personnel Decisions

Evaluation results may be considered in decisions related to employment status, assignment, professional development, and retention, consistent with law and contract provisions.

9. Documentation and Confidentiality

1. Evaluation records are personnel data and will be maintained in accordance with Minnesota Statute Chapter 13.
2. Access to evaluation data will be limited to authorized individuals.

Policy Review

This policy will be reviewed at least every three years or as required by changes in law.