

An effective evaluation program that is aligned with Board goals is essential to a quality educational program. An evaluation program provides a tool for supervisors who are responsible for making decisions or recommending decisions for Board approval about promotion, demotion, contract extension or non-extension, contract renewal or nonrenewal, dismissal and discipline.

EVALUATION OF LICENSED STAFF AND ADMINISTRATORS

Evaluations of teachers and administrators shall be based upon the core standards adopted by the State Board of Education, which may be customized based on the collaborative efforts of the teachers and administrators and the exclusive bargaining representative of the employees of the District.

Evaluations of teachers and administrators shall be conducted on a regular basis and shall:

1. Be based upon four performance level ratings of effectiveness as defined in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems;
2. Give significant consideration to student learning which may include but is not limited to
 - a. School-wide academic growth, as determined by the statewide assessment system implemented by Department of Education under ORS 329.485'
 - b. Formative and summative assessments; and
 - c. For teachers, classroom level student learning goals set collaboratively between teachers and evaluators.
3. Employ multiple evidence-based measures to rate performance.
4. Include a goal-setting process involving the teacher or administrator and the evaluator, as set forth in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems.

Licensed Teachers shall be evaluated based on the following core teaching standards:

1. Planning and Preparation for Learning
2. Classroom Management
3. Delivery of Instruction
4. Monitoring, Assessment and Follow-up
5. Family and Community Outreach
6. Professional Responsibilities

Administrators shall be evaluated based on the following core standards:

1. Cultural Competency and Equity
2. Commitment to Ongoing Success
3. School Improvement Process
4. Task Management
5. Communication with Stakeholders
6. Content and Behavioral Expectations and Goals
7. Data-based Collaboration
8. Professional Development

9. Support and Supervision
10. School Culture
11. Resource Support and Compliance
12. Professional Partnerships

EVALUATION OF CLASSIFIED AND OTHER STAFF

The Board directs the Superintendent to adopt guidelines and procedures for the evaluation of classified and other staff.

END OF POLICY

Legal References:

HB 4016
ORS 243.650
ORS 332.505
ORS 342.850
OAR 581-022-1720

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