

EVALUATION OF STAFF

Evaluation of the performance and/or accomplishments of individual staff members is an important process to improve the effectiveness and efficiency of the school district. Staff is expected to perform the duties identified in their job descriptions, in addition to any other responsibilities that may be assigned by their supervisor.

Evaluation of Certificated Classroom Teachers and Certificated Support Personnel

The superintendent will develop and implement a system for evaluating certificated classroom teachers and certificated support personnel in accordance with state law and the duty to bargain in chapter 41.59 RCW.

The evaluative criteria for certificated classroom teachers shall be:

1. Centering instruction on high expectations for student achievement;
2. Demonstrating effective teaching practices;
3. Recognizing individual student learning needs and developing strategies to address those needs;
4. Providing clear and intentional focus on subject matter content and curriculum;
5. Fostering and managing a safe and positive learning environment;
6. Using multiple student data elements to modify instruction and improve student learning;
7. Communicating and collaborating with parents and school community; and
8. Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

The evaluative criteria for certificated support personnel shall be:

1. Knowledge and scholarship in special field;
2. Specialized skills;
3. Management of special and technical environment;
4. Professional preparation and scholarship; and
5. Involvement in assisting students, parents, and staff.

Evaluation of Certificated Principals and Assistant Principals

The superintendent will develop and implement a system for evaluating certificated principals and assistant principals in accordance with state law.

The evaluative criteria for certificated principals and assistant principals shall be:

1. Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff;
2. Demonstrating commitment to closing the achievement gap;
3. Providing for school safety;
4. Leading the development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements;
5. Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local school district learning goals;
6. Monitoring, assisting, and evaluating effective instruction and assessment practices;
7. Managing both staff and fiscal resources to support student achievement and legal responsibilities; and
8. Partnering with the school community to promote student learning.

Evaluation of Other Administrative Staff

The superintendent will develop and implement a system for evaluating administrative staff other than certificated principals and assistant principals as referenced in the section above.

The evaluative criteria for other administrative staff shall be:

1. Leadership;
2. Administration and management;
3. School finance;
4. Professional preparation and scholarship;
5. Effort toward improvement when needed;
6. Interest in students, staff, patrons and subjects taught in schools; and
7. Evaluation of staff.

Evaluation of Classified Staff

The superintendent will develop and implement a system for evaluating classified staff. Except as otherwise developed in accordance with the duty to bargain in chapter 41.56 RCW, the evaluative criteria for classified staff will be based upon the job description of the specific assignment.

Cross References:	Board Policy 5230 5280 5530	Job Descriptions/Responsibilities Termination of Employment Staff Development
Legal References:	RCW 28A.400.100 28A.405.100 28A.405.110 28A.405.120 28A.405.130 WAC 392-192-191A	Principals and vice principals –Employment of—Qualifications—Duties. Minimum criteria for the evaluation of certificated employees – Revised four level evaluation systems for classroom teachers and for principals – Procedures-Steering committee-Models-Implementation-Reports Evaluations--Legislative findings Training for evaluators Training in evaluation procedures required Professional Growth and Evaluation of School Personnel

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