

EVALUATION OF STAFF

~~The board recognizes that the professional growth performance and evaluation/or accomplishments of individual employees/staff members is an important process to improve the effectiveness and efficiency/efficiency of the school district. Staff are/is expected to perform the duties identified in their contracts and/or job descriptions, in addition to any other reasonable responsibilities that may be assigned or directed by their supervisor.~~

Certificated Classroom Teachers and Principals

~~Evaluations for certificated classroom teachers and principals will be in compliance with the requirements of chapter 28A.405 RCW and applicable collective bargaining agreements or memoranda negotiated pursuant to chapter 41.59 RCW. The primary purpose of such evaluations will be to enhance and improve an employee's performance so as to improve student learning.~~

Certificated Support Personnel

~~"Certificated support personnel" and "certificated support person" mean a certificated employee who provides services to school(s) and/or students and holds a teaching certificate or one or more of the education staff associate (ESA) certificates pursuant to WAC 181-79A-140(5). ESA certification includes: school speech pathologists or audiologists, school counselors, school nurses, school occupational therapists, school physical therapists, school psychologists, and school social workers.~~

Evaluation of Certificated support personnel are considered non-Classroom Teachers and Certificated Support Personnel

~~The superintendent will develop and implement a system for evaluating certificated classroom teachers for purposes of and certificated support personnel in accordance with state law and the Professional Growth and Evaluation System, and are not 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 to the four-level rating system. The performance of 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 will be evaluated consistent with state law and applicable collectively bargained processes. The purposes 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 such evaluations~~Certificated Principals and Assistant Principals~~

The superintendent ~~will be to improve~~ 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~~ employee's performance and alert~~achievement gap;~~
3. ~~Providing for school safety;~~
4. ~~Leading the employee to any performance deficits or concerns.~~
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 performance of

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 will be evaluated at least once per year. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

The evaluative criteria for other administrative staff shall be:

1. ~~Leadership;~~
2. ~~Administration and management;~~
3. ~~School finance;~~

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