

EVALUATION/SUPERVISION

The Board of Trustees believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold staff accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law and negotiated contracts.

(cf. 4141/4241 - Collective Bargaining Agreement)

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the District.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance. The Superintendent or designee shall endeavor to assist employees to improve their performance and may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary to promote effective teaching.

(cf. 4131 - Staff Development)

(cf. 4139 - Peer Assistance and Review)

(cf. 4315.1 - Staff Evaluating Teachers)

District and site administrators shall conduct regular “Walk Through” supervision of classes to support teachers and the teaching of adopted District curriculum and state and local standards. The Walk Throughs will support the use of research-based, effective instructional strategies and data to maximize student learning.

Legal Reference:

EDUCATION CODE

[33039](#) State guidelines for teacher evaluation procedures

[35171](#) Availability of rules and regulations for evaluation of performance

[44500-44508](#) Peer assistance and review program for teachers

[44660-44665](#) Evaluation and assessment of performance of certificated employees (the Stull Act)

GOVERNMENT CODE

[3543.2](#) Scope of representation

UNITED STATES CODE, TITLE 20

[7801](#) Definition of highly qualified teacher

Management Resources:

CTC PUBLICATIONS

EVALUATION/SUPERVISION

Standards for the Quality and Effectiveness for Beginning Teacher Support and Assessment Programs, 1997

California Standards for the Teaching Profession, 1997

WEB SITES

CSBA: <http://www.csba.org>

CDE: <http://www.cde.ca.gov>

California Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

National Board for Professional Teaching Standards: <http://www.nbpts.org>

Adopted: July, 1999

Revised: December 10, 2002

Revised: September 27, 2005