

Certificated PersonnelEvaluation/Supervision

The Governing Board 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, negotiated employee contracts and Board-adopted evaluation standards. (cf. 4141/4241 - Collective Bargaining Agreement)

Evaluations may also include input from other teachers from the same or another district school.

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)

Legal Reference:

CALIFORNIA 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
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UNITED STATES CODE, TITLE 20

6319	Highly qualified teachers
7801	Definition of highly qualified teacher