

EVALUATION OF PROFESSIONAL STAFF

Each Building Principal has responsibility for evaluating teachers and staff members under his/her supervision, and for those portions of a teachers assignment under his/her supervision. The schedule for evaluation reports will follow the schedule issued by the Superintendent of Schools. Non-teaching professional personnel will be evaluated by their direct supervisor(s).

The evaluation process should produce an outcome which is positive and emphasizes excellence in the teaching process. After each evaluation is made, a full written report will be submitted to the Superintendent.

The purposes of the performance appraisals are:

1. to improve the instructional program;
2. to assist the classroom teacher in improving and upgrading teaching performance;
3. to assist the Superintendent in properly evaluating employees; and
4. to provide a formal procedure for communication between the teacher and the administrator regarding the instructional program and student progress.

Teacher performance will be measured by clearly stated and commonly understood criteria, which provides the Superintendent with an objective basis for making staff recommendations to the Board of Education.

The procedures and guidelines for formal and informal observations and evaluations of teachers shall be those agreed to with the employee organization representing the teaching staff and set forth in the collective bargaining agreement.

Cross-ref:

Ref: Education Law, 3031
8 NYCRR, 100.2(o)(1)