

**Brookings-Harbor  
School District 17C**

Code: **GCN/GDN**  
Adopted: 12/14/98  
Revised/Readopted: 10/22/03  
Orig. Code(s): GCN

### **Evaluation of Staff**

An effective evaluation program is essential to a quality educational program. It is an important tool in the improvement of an individual teacher's instruction and in the assessment of his/her performance. Under Board policy, administrators are charged with the responsibility of evaluating the staff. An evaluation program provides a tool for supervisors who are responsible for making decisions about promotion, demotion, contract extension, contract nonextension, contract renewal or nonrenewal, dismissal and discipline.

This evaluation program is designed to provide an opportunity for staff to set goals and objectives including plans for professional growth and career opportunities and receive administrative responses to them; to have peer assistance as appropriate; to have formal and informal classroom observations of licensed employees; to assess performance of other duties and job responsibilities of all staff; to receive verbal and written comments and suggestions for improvement from supervisors; and to have opportunities to make required improvement(s) within specific timelines.

All classified employees will be formally evaluated by their immediate supervisor at least twice during their first year of employment and at least once a year thereafter.

Evaluation of licensed staff shall be conducted to conform with applicable Oregon Revised Statutes and any applicable collective bargaining provisions.

The "Evaluation through Performance Improvement Commitment" plan, dated December 14, 1998, shall be used to implement this policy.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)