

Central School District 13J

Code: **GCN/GDN**
Adopted: 6/07/99
Readopted: 6/06/11
Orig. Code(s): GCN

Evaluation of Staff

In accordance with collective bargaining agreements, the district will provide evaluation of all district personnel. The evaluation shall be in writing, dated and signed by both the employee and supervisor/principal. One copy of the evaluation shall be placed in the personnel file and one will be given to the employee.

The district shall have a program of licensed staff evaluation for purposes of improving student learning, assessment results and student behavior. Such a program shall be designed to assist the teacher to enhance his/her teaching skills, to achieve district goals, to assure that students attain required learning goals, to provide a needs assessment for in-service programs and activities and to provide the basis for decisions regarding employment status.

The superintendent shall develop procedures necessary to implement this policy while maintaining channels of communication between teachers and administrators and shall maintain permanent records of such evaluations.

Unless otherwise provided in an appropriate collective bargaining agreement, evaluation results shall be discussed with the supervisor and employee and the employee shall have the opportunity to make a written statement regarding the evaluation and have it placed in the personnel file.

The evaluation program will be developed and implemented as provided in Oregon Revised Statutes and the current collective bargaining agreement.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)