

Evaluation of Staff

An effective evaluation program is essential to a quality educational program. It is an important tool to determine the current level of a teacher's performance of the teaching responsibilities. It is also an important assessment of classified employees and current performance of their job assignments. 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.

Licensed Staff

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

The evaluations for licensed staff shall be based on the core teaching standards adopted by the Oregon State Board of Education. The standards shall be customized based on collaborative efforts with teachers and any exclusive representatives of the licensed staff.

An evaluation using the core teaching standards must attempt to:

1. Strengthen the knowledge, skills, disposition, and classroom practices of the teachers.
2. Refine the support, assistance, and professional growth opportunities offered to a teacher, based on the individual needs of the teacher and the needs of the students, the school, and the district.
3. Allow the teacher to establish a set of classroom practices and student learning objectives that are based on the individual circumstances of the teacher, including the classroom and other assignments.
4. Establish a formative growth process for each teacher that supports professional learning and collaboration with other teachers.
5. Use evaluation methods and professional development, support, and other activities that are based on curricular standards and are targeted to the needs of the teacher.
6. Address ways to help all educators strengthen their culturally responsive practices.

Classified Staff

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

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[ORS 342.856](#)

[OAR 581-022-2405](#)

[OAR 581-022-2410](#)

[OAR 581-022-2415](#)