

## 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 licensed professional'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

The evaluation for licensed professionals 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 licensed professionals and any exclusive representatives of the licensed professionals.

Evaluation and support systems established by the district for licensed professionals must be designed to meet or exceed the requirements defined in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems, including:

1. Four performance level ratings of effectiveness;
2. Classroom-level student learning and growth goals set collaboratively between the licensed professional and the evaluator;
3. Consideration of multiple measures of licensed professional practice and responsibility which may include, but are not limited to:
  - a. Classroom-based assessments including observations, lesson plans and assignments;
  - b. Portfolios of evidence;
  - c. Supervisor reports; and
  - d. Self-reflections and assessments.
4. Consideration of evidence of student academic growth and learning based on multiple measures of student progress, including performance data of students, that is both formative and summative. Evidence may also include other indicators of student success;
5. A summative evaluation method for considering multiple measures of professional practice, professional responsibilities and student learning and growth to determine the licensed professional's professional growth path;

6. Customized by each district, which may include individualized weighting and application of standards.

An evaluation using the core teaching standards must attempt to:

1. Strengthen the knowledge, skills, disposition, and classroom practices of licensed professionals;
2. Refine the support, assistance and professional growth opportunities offered to a licensed professional, based on the individual needs of the teacher and the needs of the students, the school and the district;
3. Allow the licensed professional to establish a set of classroom practices and student learning objectives that are based on the individual circumstances of the licensed professional, including the classroom and other assignments;
4. Establish a formative growth process for each licensed professional 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 licensed professional; and
6. Address ways to help all licensed professionals strengthen their culturally responsive practices.

Evaluation and support systems established by the district must evaluate licensed professionals on a regular cycle. The superintendent shall regularly report to the Board on implementation of the evaluation and support systems and educator effectiveness.

Each probationary licensed professional shall be evaluated at least annually, but with multiple observations. The purpose of the evaluation is to aid the licensed professional in making continuing professional growth and to determine the licensed professional's performance of the teaching responsibilities. Evaluations shall be based upon at least two observations and other relevant information developed by the district.

### **Classified Staff**

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

END OF POLICY

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#### **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](#)