

# Douglas Education Service District

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Adopted: Unknown  
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Orig. Code(s): 2045

## Evaluation of Licensed Staff – Nonadministrative

An effective evaluation process is essential to the quality of the ESD's educational programs. It is an important tool in determining the current level of an employee's performance of his/her teaching/educational responsibilities. 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 contract extension or nonextension, contract renewal or nonrenewal, dismissal and discipline.

Evaluation of licensed staff<sup>1</sup> shall be conducted to conform applicable Oregon Revised Statutes and any applicable collective bargaining provisions. Teacher/educator evaluations shall be customized based on collaborative efforts and include the core teaching standards adopted by the State Board of Education.

Evaluations must attempt to:

1. Strengthen the knowledge, skills, disposition and practices of teachers;
2. Refine the support, assistance and professional growth opportunities offered to a teacher, based on the needs of the teacher and the needs of the school and district;
3. Allow the teacher to establish practices and learning objectives that are based on the individual circumstances of the teacher, including Classroom and other assignments;
4. Establish a formative growth process for each teacher that supports professional learning and collaboration with other colleagues; and
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.

END OF POLICY

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### Legal Reference(s):

[ORS 243.650](#)  
[ORS 332.505](#)  
[ORS 342.850](#)

[ORS 342.856](#)  
[OAR 581-022-1720](#)

[OAR 581-022-1723](#)  
[OAR 581-022-1724](#)

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<sup>1</sup>“Licensed staff” is defined as any person licensed or certified by the following: State of Oregon, ODE, TSPC, ASHA, or any other entity that endorses employment in education.