

Eugene School District 4J

Code: **GCN**
Adopted: 7/2/73
Revised: 8/15/77, 8/17/88,
12/11/02
Orig. Code(s): 3400

Teacher Evaluation Plan

The teacher is the key to a quality educational program; and a sound teacher evaluation program is an important tool in the improvement of instruction, assessing performance, and making decisions that are in the best interest of the students and teachers. Under board policy, administrators are charged with the responsibility of evaluating the licensed teaching staff in order to assess the performance of individual teachers in meeting the expectations of their assignments at a given point in time. Evaluation is based on board policies, *Standards of Performance for Oregon Educators*, Oregon Revised Statutes, and other district and state procedures and regulations. An evaluation program allows the teacher and the district to measure the teacher's development and growth and provides a tool for supervisors who are responsible for making decisions about promotion, retention, contract renewal, contract extension, dismissal and discipline.

This evaluation program is designed to provide an opportunity for teachers to set goals and objectives and get administrative response to them; to have formal observation of their teaching and their performance of other duties and responsibilities; to receive verbal and written comments and suggestions for improvement from supervisors; and to have clear opportunities to make improvement within specific timelines.

The district attempts to hire qualified people capable of filling the roles for which they are hired. Experience has shown that a high percentage of those hired are successful. However, there are some persons who will not perform at a satisfactory level. Regardless of the assistance given, it is not always possible for all persons to reach a satisfactory level of performance. The Accountability for Schools for the 21st Century Law recognizes this fact and provides a three-year probationary period to allow the district an opportunity to make judgments regarding a teacher's performance before contract status is awarded.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)