

### **Licensed Evaluation - Teachers**

The professional competence of teachers is a critical factor in providing a quality educational program. To that end, a formal evaluation process is instrumental in developing and assessing teacher competence. The evaluation process has as its primary purpose the improvement of student learning, promoting teacher growth and teacher performance through systematic assessment of teacher performance. Evaluation also serves other purposes which include informing judgments about teaching assignment, recognizing exemplary performance and identifying staff development needs. The evaluation process also provides the basis for decisions about the need for more intensive supervision or dismissal.

Through the evaluation process teachers should acquire a better understanding of their own artistry and skill sophistication, thereby enabling them to identify areas for further growth. The process should be goal oriented and support district/school priorities where appropriate. The process should also contribute to positive communication between each administrator and teacher with a focus on improving instructional practices. Engaging in meaningful dialogue about effective practices should strengthen each teacher's commitment toward the profession and toward the success of his/her students.

The evaluation process should include opportunity for the teacher to be observed in the instructional setting, to receive verbal and written comments regarding the data collected and to have opportunity to make improvements within a particular time frame.

The efficacy of the evaluation process depends upon administrators who are well versed in supervisory practices and are knowledgeable about effective instructional methodology. The district will commit the necessary resources to ensure that administrators have the requisite skills to serve effectively as evaluators of teaching performance.

END OF POLICY

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Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)