

Grants Pass School District 7

Code: **GCN/GDN**
Adopted: 6/14/88
Readopted: 2/24/04; 11/14/06; 6/25/13
Orig. Code(s): GCM/GCN; GDN

Evaluation of Staff

Evaluation is the process of appraising employee competence. It is composed of:

1. Information about an employee's performance;
2. An assessment of the quality of the performance;
3. Oral and written communication between employer and employee concerning that assessment; and
4. Recommended procedures to foster the employee's continuing development within the assigned role.

The Board holds that staff evaluation is essential to, and an integral part of, any systematic approach to management and a necessary element of any program improvement plan. Consequently, within statutory and contractual constraints, evaluations will be as follows:

1. Licensed Staff

Teachers' evaluations shall be customized based on collaborative efforts and include the core teaching standards adopted by the State Board of Education.

- a. Evaluations must attempt to;
- b. Strengthen the knowledge, skills, disposition and classroom practices of teachers;
- c. 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;
- d. 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 classroom and other assignments;
- e. Establish a formative growth process for each teacher that supports professional learning and collaboration with other teachers;
- f. 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.

2. Classified Staff

Full-time classified and confidential personnel and bus drivers shall be formally evaluated at least every two years and more often if either the employee or supervisor desires it;

3. Part-time Staff

Part-time employees may be evaluated at the discretion of the supervisor provided his/her practice is consistent with all part-time employees in the department.

One purpose of evaluation may be to give positive support for staff who deserve it as a way of encouraging good personnel relationships. Evaluation helps staff identify both strengths and weaknesses for professional growth. Priorities and goals within the assignment will be reviewed for mutual understanding between the supervisor and staff. The evaluation system will include provisions for periodic joint review of individual job descriptions to ensure the duties and responsibilities are in line with expectations.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)

[OAR 581-022-1723](#)

[OAR 581-022-1724](#)