

Multnomah Education Service District

Code: GCN

Adopted: 2/16/82; 9/15/81; 11/18/80;
12/16/80

Revised/Readopted: 9/20/94; 10/10/05; 1/18/11

Orig. Code(s): 3290; 3620; 3600; 3630; 4600

Evaluation of Staff

The purpose of an evaluation is to determine the employee's development and growth in his/her profession, to evaluate the employee's performance in meeting his/her responsibilities and to improve such performance in all areas of responsibility.

Contracted Employees

1. Contracted personnel below the level of superintendent whose positions require licensure as determined by Teacher Standards and Practices Commission (TSPC) and other licensing agencies shall be evaluated at least once annually during the probationary period. Once they have obtained contract status, such personnel shall be evaluated at least every-other-year. These evaluations shall be conducted in accordance with Oregon Revised Statutes and the collective bargaining agreement.
2. Contracted personnel whose positions do not require licensure shall be evaluated at least:
 - a. Biennially;
 - b. Prior to recommendation for contract non-extension or dismissal; or
 - c. Prior to recommendation not to reemploy on the basis of inadequate job performance under rules/procedures established by the superintendent.
3. Administrator and supervisor evaluations shall be conducted annually.

Noncontracted Personnel

1. Probationary employees shall be evaluated at least twice during their probationary period of employment.
2. A noncontracted employee whose status is not probationary shall be evaluated by the supervisor at least:
 - a. Biennially;
 - b. Prior to recommendation for dismissal; or
 - c. Prior to recommendation not to reemploy on the basis of inadequate job performance.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[OAR 581-024-0245](#)

[ORS 334.125 \(5\)](#)

[ORS 342.850](#)

Cross Reference(s):

AB - Mission, Vision, Values

GAB - Position Descriptions

GBL - Personnel Records

GCA - License Requirements

GCB - Licensed Staff Contracts and Compensation Plans

GCPD - Discipline and Dismissal of Employees

GD - Classified Employee/Classified Employee Positions

IA/IAA - Instructional Goals