

Mt. Angel School District 91

Code: GCN
Adopted: 9/13/04
Readopted: 9/13/10
Orig. Code(s): GCN

Evaluation of Licensed Staff

The teacher is important to a quality educational program. A teacher evaluation program is a tool in the improvement of the individual teachers' instruction and in the assessment of his/her performance. Under Board policy, administrators are charged with the responsibility of evaluating the certified staff in order to assess the performance of individual teachers in meeting the expectations of their assignments. An evaluation program provides a tool for supervisors who are responsible for making decisions about promotion, demotion, contract extension, contract nonextension, contract renewal or nonrenewal, dismissal and discipline.

This evaluation program is designed to provide an opportunity for teachers to set goals and objectives including plans for professional growth and career opportunities and receive administrative responses to them; to receive peer assistance as appropriate; to have formal and informal observations of their teaching; to assess performance of other duties and job responsibilities; to receive verbal and written comments and suggestions for improvement from supervisors; and to have opportunities to make required improvement(s) within specific timelines.

Evaluation of licensed staff shall be conducted to conform with applicable Oregon Revised Statutes and any applicable collective bargaining provisions.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)