

Evaluation of Licensed Staff

There shall be an ongoing appraisal of the performance of all licensed staff to provide:

1. A systematic process whereby all staff members may increase the effectiveness of their services.
2. An opportunity for all staff members to analyze their job performance and to discuss subjectively the contributions they have made to the school system.
3. An opportunity for administrators to analyze the strengths and weaknesses of individual staff members in order to assist individuals in improving their competence.
4. Information upon which administrators may base recommendations to the Board concerning the continued employment of personnel.

All personnel are expected to participate fully in the evaluation process.

The Superintendent shall establish and implement such procedures as are appropriate for the evaluation of all licensed staff. All procedures shall reflect the requirements of Oregon law.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)

Notes: See teacher evaluation process