

# Riverdale School District 51J

Code: **GCN/GDN**  
Adopted: 3/13/00  
Readopted: 6/12/06  
Orig. Code(s): GCN

## Evaluation of Staff

Administrators are charged with the responsibility of evaluating the licensed staff in order to assess the performance of individual teachers in meeting the expectations of their assignments. Teacher evaluation is a tool in the improvement of the individual teachers' instruction and in the assessment of his/her performance. Evaluations also provide a tool for decisions about promotion, demotion, contract extension, contract non-extension, contract renewal or non-renewal dismissal and discipline. Every teacher is expected to achieve a minimum of a satisfactory rating from the principal. To help all teachers achieve this level; any teacher rated below satisfactory will be placed on a Plan of Assistance for Improvement.

Evaluations also 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 have peer assistance as appropriate, to have formal and informal observations of their teaching and their performance of other duties and responsibilities, to receive verbal and written comments and suggestions for improvement, and to have clear opportunities to make improvement within specific timelines.

All classified employees will be formally evaluated by their immediate supervisor at least twice during their first year of employment and at least once a year thereafter.

Evaluation of licensed staff shall be conducted according to the Riverdale School District Certified Evaluation and Professional Growth plan and to conform with applicable Oregon Revised Statutes and any applicable collective bargaining provisions.

END OF POLICY

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### Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)