

Supervision/Evaluation of Licensed Staff

The teacher is the key to a quality educational program; and a sound teacher supervision/evaluation program is an important tool in the improvement of instruction, assessing performance and making decisions that are in the best interests of the students and teachers. Under Board policy, administrators are charged with the responsibility of evaluating the licensed teaching staff in order to assess the performance of individual teachers in meeting the expectations of their assignments at a given point in time. An evaluation program allows the teacher and the district to measure the teacher's development and growth and provides a tool for supervisors who are responsible for making decisions about promotion, retention, dismissal and discipline.

This evaluation program is designed to provide an opportunity for teachers to set goals and objectives and get administrative response to them; to have formal observation of their teaching and their performance of other duties and responsibilities; to receive verbal and written comments and suggestions for improvement from supervisors; and to have clear opportunities to make improvement within specific timelines.

The district attempts to hire qualified people capable of filling the roles for which they are hired. Experience has shown that a high percentage of those hired are successful. However, there are some persons who will not perform at a satisfactory level. Regardless of the assistance given, it is not always possible for all persons to reach a satisfactory level of performance.

The district recognizes that supervision and evaluation are primarily for the purposes of improving instruction and enhancing the skills of personnel. To this end, supervision and evaluation will include procedures for assisting employees in overcoming deficiencies and will provide a formalized approach to eliminating identified problems. It is recognized that in extreme situations, it may be necessary to terminate or nonrenew licensed employees after comprehensive supervisory processes have been applied and have not eliminated staff deficiencies.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)