

Evaluation of Licensed Staff

An effective evaluation program is essential to a quality educational program. It is an important tool to determine the current level of an employee's performance of the teaching responsibilities. Under Board policy, administrators are charged with the responsibility of evaluating the staff. An evaluation program provides a tool for supervisors who are responsible for making decisions about contract extension, contract nonextension, contract renewal or nomenewal, dismissal and discipline.

Licensed Staff

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

Employee evaluations shall be customized based on collaborative efforts and include the core teaching standards adopted by the State Board of Education.

Evaluations shall attempt to:

1. Strengthen the knowledge, skills, disposition and practices of employees;
2. Refine the support, assistance and professional growth opportunities offered to an employee, based on the needs of the employee, the needs of the program, the needs of the school and District;
3. Allow the employee to establish practices and learning objectives that are based on the individual circumstances of the employee, including classroom and other assignments;
4. Establish a formative growth process for each employee that supports professional learning and collaboration with other colleagues; and
5. Use evaluation methods and professional development, support and other activities that are based on curricular standards, program mandates and are targeted to the needs of the teacher.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)
[ORS 332.505](#)
[ORS 342.850](#)

[ORS 342.856](#)
[OAR 581-022-1720](#)

[OAR 581-022-1723](#)
[OAR 581-022-1724](#)