



## **Certificated Personnel**

### **Evaluation/Supervision**

Evaluation is a process whereby the effectiveness of the professional staff member is appraised in relation to job-related responsibilities and duties, predetermined district goals and objectives, board and community expectations, employee competencies, teaching conditions and district policies, regulations and procedures.

The evaluation shall recognize the worth and needs of the individual evaluated in the total working environment and shall lend direction toward improvement of individual effectiveness.

#### **Evaluation of Teachers and Other Non-Administrative Professionals**

Professional staff members covered by the terms of an employee agreement shall be evaluated according to its provisions.

*(Management: cf. BP 4315)*

#### *Legal Reference:*

##### **EDUCATION CODE**

*33039 State guidelines for teacher evaluation procedures*

*35160.5 Requirement of district policies for competency of personnel assigned to evaluate*

*35171 Availability of rules and regulations for evaluation of performance*

*44660-44665 Evaluation and assessment of performance of certificated employees*

##### **GOVERNMENT CODE**

*3543.2 Scope of representation (re-evaluation procedures)*

##### **CONTRACTS**

*All certificated bargaining units*

Replaces BP 326