

BOARD POLICY

Subject: PERSONNEL EVALUATION/SUPERVISION	Directive No. BP 4115	Page No.
	Effective Date:	Page 1 of 2

The Governing Board believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold staff accountable for their performance. The Principal shall evaluate the performance of certificated staff members in accordance with law and negotiated contracts.

The Principal shall ensure that evaluation ratings have uniform meaning throughout the school.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance. The Principal shall endeavor to assist employees to improve their performance and may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary to promote effective teaching.

Legal Reference:

Education Code

- 33039 State guidelines for teacher evaluation procedures
- 35171 Availability of rules and regulations for evaluation of performance
- 44500-44508 Peer assistance and review program for teachers
- 44660-44665 Evaluation and assessment of performance of certificated employees (The Stull Act)

Government Code

- 3543.2 Scope of representation

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Subject: PERSONNEL EVALUATION/SUPERVISION	Directive No. BP 4115	Page No.
	Effective Date:	Page 2 of 2