

PERSONNEL SERVICES

Policy 4610
Form 4610

Performance Evaluation

Certificated Personnel

The Board of Education's ultimate goal in education is to provide the highest quality educational experience to all District students. The District's performance-based evaluation system contributes to that goal by promoting the professional improvement of each staff member and, when necessary, by providing data to remove an employee whose employment is detrimental to students.

Performance-based evaluation is a process endorsed by the Board of Education for performance improvement that includes identification of performance expectations, documentation of performance, discussion of performance, development of improvement plans, and making personnel decisions based upon performance. The evaluation process for every employee is an on-going process that takes place every day.

Formal evaluations will be conducted with each tenured teacher as per the building-level evaluation schedule. Probationary teachers will have no less than one formal and two informal evaluations per year. Formal observations may include a pre-conference between the building principal and teacher and will include a post-observation conference. Teachers will receive summative evaluations in those years in which they are evaluated. All evaluations shall be concluded in ample time for the administrators to prepare for the annual Board meeting, conducted for the purpose of reviewing teacher performance and considering contract offers for the following year.

Adopted by the Pettis County R-V Board of Education on February 15, 1989
Larry Thomas, Board President Richard Cornine, Board Secretary
Revised on: March 18, 1998; November 15, 2001; January 22, 2004