

Code No. 405.8 LICENSED EMPLOYEE EVALUATION

Evaluation of licensed employees on their skills, abilities, and competence is an ongoing process supervised by the building principals and conducted by approved evaluators. The goal of the formal evaluation of licensed employees, other than administrators, but including extracurricular employees, is to provide a way for all educators to work through professional development to improve instruction, thus improving student achievement.

The formal evaluation plan and procedures are in writing and approved by the board. The formal evaluation will provide an opportunity for the evaluator and the licensed employee to discuss the past year's performance and the future areas of growth. The formal evaluation is completed by the evaluator, signed by the licensed employee and filed in the licensed employee's personnel file. This policy supports, and does not preclude, the ongoing informal evaluation of the licensed employee's skills, abilities and competence.

It is the responsibility of the superintendent to ensure licensed employees are evaluated. New and probationary licensed employees are evaluated at least three times each year.

The requirements stated in the Evaluation Plan and Employee Handbook between employees in that certified collective bargaining unit and the board regarding evaluation of such employees will be followed.

Legal Reference:

Aplington Community School District v. PERB , 392 N.W.2d 495 (Iowa 1986).

Saydel Education Association v. PERB , 333 N.W.2d 486 (Iowa 1983).

Iowa Code §§ 20.9 ;279.14 ,.19 ,.27 (2003).

281 I.A.C. 12.3(4) .

Cross Reference:

405.2 Licensed Employee Qualifications, Recruitment, Selection

405.9 Licensed Employee Probationary Status

First Reading: July 18, 2018

Second Reading: August 20, 2018