

	GROTON AREA SCHOOL DISTRICT 06-6	NEPN Code: GCN
	POLICIES AND REGULATIONS	

## EVALUATION OF PROFESSIONAL TEACHING STAFF

In order to assure a high quality of teacher performance to advance the instructional programs of the district schools, a program for teacher evaluation will be utilized.

Teachers will be evaluated at least once each semester during the first three years of their contract. Teachers and in their fourth contract year or beyond will be evaluated formally or informally at least on an annual basis. All teachers will be formally evaluated at least once every two years.

When evaluating teachers in the District, all of the State of South Dakota minimum evaluation requirements aligned with the Danielson framework shall be used by the District.

The evaluation process is based on the minimum professional performance standards established by the South Dakota Department of Education and which:

1. Evaluates teachers using multiple measures;
2. Serves as the basis for programs to increase professional growth and development of teachers; and
3. Includes a plan of assistance for any teacher in his/her fourth year or more of teaching whose performance does not meet the District's performance standards.

The formal evaluations will be written and will be discussed by the evaluator and teacher. Copies of the written document will be signed and dated by both parties and incorporated into the personnel files of the teacher. The signature of the teacher does not indicate approval or disapproval of the evaluation, but that the evaluation has been read and discussed.

Pursuant to state law, any record or document, regardless of physical form, created by the District in connection with the evaluation of certified staff constitutes personnel information and is not open to inspection or copying.

Nothing in a teacher's evaluation may diminish the Board's right to renew or not renew a teacher's contract.

[Amended 01/26/2016]