

Administrative and Supervisory Personnel

EVALUATION/SUPERVISION

The Board of Trustees recognizes the importance of regular and comprehensive evaluations of administrative and supervisory personnel to provide ongoing feedback for continuous improvement of employee performance. Evaluations shall be linked to the district's vision, strategic plan, school improvement goals, professional development plan, and goals for student achievement.

Certificated Administrative and Supervisory Personnel

The Superintendent shall develop objective evaluation guidelines and standards for use in the district's evaluation system for certificated administrative and supervisory personnel. Such standards may include those of the California Professional Standards for Education Leaders as well as other standards and criteria developed by the Board and Superintendent.

Each certificated administrative or supervisory employee shall be evaluated pursuant to contract. However, an employee may be evaluated every five years provided that he/she has been employed by the district for at least 10 years, his/her previous evaluation rated him/her as meeting or exceeding standards, and the evaluator and the employee agree to this schedule. Either the evaluator or the employee may withdraw consent for this schedule at any time. (Education Code 44664)

Classified Senior Management and Supervisory Employees

Classified senior management and supervisory employees shall be evaluated pursuant to contract and statute.

(cf. 0000 - Vision)

(cf. 0200 - Goals for the School District)

(cf. 0500 - Accountability)

(cf. 2140 - Evaluation of the Superintendent)

(cf. 4300 - Administrative and Supervisory Personnel)

(cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)

(cf. 4116 - Probationary/Permanent Status)

(cf. 4115 - Evaluation/Supervision)

(cf. 4312.1 - Contracts)

(cf. 4215 - Evaluation/Supervision)

(cf. 4331 - Staff Development)

(cf. 4112.6/4212.6/4312.6 - Personnel Records)

EVALUATION/SUPERVISION (continued)

Legal Reference:

EDUCATION CODE

- 33039 State guidelines for teacher evaluation procedures
- 35171 Availability of rules and regulations for evaluation of performance
- 44660-44665 Evaluation and assessment of performance of certificated employees
- 45113 Rules and regulations for the classified service in districts not incorporating the merit system

GOVERNMENT CODE

- 3543.2 Scope of representation

UNITED STATES CODE, TITLE 20

- 6319 Highly qualified teachers
- 7801 Definition of highly qualified teacher

Management Resources:

COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

Standards of Quality and Effectiveness for Administrative Services Credentials, 2001

WEB SITES

- CSBA: <http://www.csba.org>
- Association of California School Administrators: <http://www.acsa.org>
- California Department of Education: <http://www.cde.ca.gov>
- Commission on Teacher Credentialing: <http://www.ctc.ca.gov>
- National Board for Professional Teaching Standards: <http://www.nbpts.org>