

EASTON AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EVALUATION OF
PROFESSIONAL EMPLOYEES

ADOPTED: March 5, 2007

REVISED:

412. EVALUATION OF PROFESSIONAL EMPLOYEES	
1. Purpose	<p>Evaluation is a continuing process in which the professional employee and supervisor cooperatively identify strengths and weaknesses in the individual's effectiveness as a professional educator.</p> <p>The objectives of evaluation are to assess and improve performance, encourage professional growth, promote positive behavior, and facilitate attainment of district goals and objectives in order to benefit the district's students.</p> <p>There shall be a plan for regular, periodic evaluation of all professional employees.</p>
2. Authority SC 1123	<p>The evaluation plan for professional employees shall be in accordance with the state plan for such purposes or in accordance with a plan approved by the Board.</p> <p>The Board directs that the district shall utilize the state approved evaluation form or an evaluation form equivalent to the state approved form and approved by the Board.</p>
3. Guidelines	<p>The objectives of the district evaluation plan for professional employees are:</p> <ol style="list-style-type: none"> 1. To identify, improve and reinforce the skills, attitudes and abilities that enable an employee to be effective in achieving district goals. 2. To identify and suggest ways to improve on weaknesses that prevent an employee from achieving district goals. <p>The evaluation plan shall:</p> <ol style="list-style-type: none"> 1. Be in accordance with terms of the collective bargaining agreement. 2. Be uniform throughout the district. 3. Include timely conferences with the employee and evaluator to review and sign each evaluation.

