

GCNA – SUPERVISION, APPRAISAL, AND DEVELOPMENT OF PROFESSIONAL STAFF

The purpose of professional staff appraisal in the Epping School District is to improve the quality of teaching and learning for students and professional staff members. Inherent in this process is the challenge for both students and professional staff members alike to build on existing strengths and to strengthen areas needing improvement. In order to accomplish this purpose, the District supports professional staff members:

1. Knowing how well he/she is performing his/her duties and responsibilities of the position.
2. Knowing the areas in which improvement is needed.
3. Being supported in determining and achieving their personal learning plans.
4. Having access to rigorous educational opportunities for professional growth.
5. Being engaged in the learning process by setting high expectations and collaborating with others to meet these expectations.
6. Being responsible for one's own learning and encourage the learning of others.
7. Having a candid appraisal of one's work.
8. Discussing evaluations with school administration.
9. Seeking and receiving supervisory experience.
10. Receiving recognition for commendable performance.

Methods for evaluation should reflect the individual being evaluated as well as the needs of the District. No one technique, instrument, or individual is sufficient to do the total job of evaluation. Therefore, members of the administration and instructional professional staff are encouraged to explore and develop as broad a range of evaluative processes as possible in a more inclusive, systemic approach taking into account the differentiated needs of professional staff members as well as the various needs of the District.

Note: Policy is subject to collective bargaining agreement.

Statutory/Regulatory/Policy/Handbook Cross References

Handbook (Referenced in Personnel Handbooks)

APPROVED: July 20, 2006