

GCO – TEACHER PERFORMANCE AND EVALUATION SYSTEM

The School Board will adopt and the superintendent will implement a teacher performance and evaluation system. The performance and evaluation system will include procedures, evaluation criteria and other components necessary to evaluate certified teaching personnel.

The School Board will involve teachers and principals in the development of this policy by providing such teachers with notice and an opportunity to comment on their provisions. However, all final decisions relative to evaluation procedures, criteria and components will remain with the School Board.

The Superintendent will cause all professional staff to be evaluated as a basis for contract recommendations which will be made annually to the Board before April 15. In conjunction with professional staff evaluations, the Principal may implement an “improvement plan” if the Principal believes the professional staff member is not meeting district performance goals.

Policy is subject to collective bargaining provisions.

Statutory/Regulatory/Policy/Handbook Cross References:

RSA 189:1-a, Duty to Provide Education

RSA 189:14-a (Failure to be Renominated or Re-elected)

NH Code of Administrative Rules ED 302.02(n) (Substantive Duties of Superintendents)

NH Code of Administrative Rules ED 304.01(b) (Substantive Duties of School Principals)

Handbook (Reference in Personnel Handbooks)

APPROVED: May 5, 2016

PREVIOUS POLICY:

July 20, 2006 GCO – “Evaluation of Professional Staff”

November 10, 1983 “Evaluation of Professional Staff”