

## TEACHER EVALUATION

The Board recognizes that the teaching process is an extremely complex one and that the appraisal of this process is a difficult and technical function. But because it is universally accepted that good teaching is the most important element in a sound education program, teacher appraisal must take place.

The primary objective of evaluation is to elevate the standards of the teaching process in our District.

This evaluation should serve:

- as a learning experience to the teacher in order to improve the quality of instruction and promote professional growth
- as a source of information for modification of assignments (including placement in another position, adjustment of load, promotion to a leadership position, or termination of employment.)

This evaluation process shall include:

- periodic review of instructional techniques and procedures
- the elements of self-evaluation, supervisor-initiated observations, and teacher-initiated observations
- the interpretation of the information gained in the evaluation process in terms of the objectives defined
- the application of the information gained to the planning of staff development and in-service training activities.

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.

The administration will observe and evaluate teachers in accordance with the Master Agreement between the Fall Mountain Regional School District School Board and the Fall Mountain Teachers Association.

### Legal References:

RSA 189:14-a, Failure to be Re-nominated or Re-elected

N.H. Code of Administrative Rules, Section Ed. 302.02(n), Substantive Duties of Superintendents

N.H. Code of Administrative Rules, Section Ed. 304.01(b), Substantive Duties of School Principals

FMRSD

Adopted: 5/8/72

Reviewed: 12/07