

## DISTRICT PERSONNEL EVALUATION AND SUPERVISION

The Fall Mountain Regional School Board is committed to personnel evaluation and supervision that encourages employees to continually develop and excel to their optimum potential within their assigned areas of responsibility.

In the absence of written evaluation procedures contained in applicable collective bargaining agreements, the Board and Superintendent shall adopt and implement teacher and employee evaluation procedures, criteria and other necessary components.

Evaluation instruments should be reviewed and evaluated at least once every five years.

Personnel evaluation and supervision focuses on the validation, improvement, and support of instruction in the Fall Mountain Regional District Schools.

### Purposes of Evaluation and Supervision

1. To determine the extent to which the job description and performance expectations are being fulfilled.
2. To improve staff performance and instructional effectiveness, and district programs.
3. To encourage professional self appraisal, growth, and development.
4. To promote collaborative processes between staff and administrators.
5. To suggest directions for individual, local school, and system level staff development activities.
6. To encourage the use of feedback from students, parents, administrators, and/or colleagues for the continuous improvement of student learning and district programs.
7. To provide a basis for employment decisions.

### Teacher Evaluation

The performance and effectiveness of a teacher shall be evaluated through a written evaluation procedure.

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.

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.

**Legal References:**

RSA 189:14-a, Failure to be Renominated 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

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