

**North Country Schools/OENSU
Common Board Policy Manual**

PERSONNEL

POLICY NO. D.4

**D.4 EDUCATOR SUPERVISION AND EVALUATION:
 PROBATIONARY TEACHERS**

Policy

It is the policy of the North Country Schools/OENSU District to provide appropriate supervision and evaluation as a basis for improving the knowledge and skills of the school staff which will advance student achievement. Effective supervision and regular evaluation provide constructive feedback on teaching methods and materials enabling professional educators to improve their abilities to help all students achieve at high levels.

Implementation

The Superintendent will ensure that all those engaged in supervision and evaluation are appropriately trained to do so and have appropriate time allocated to carry out those responsibilities.

The Superintendent, in collaboration with the Principal and teacher representatives, will develop procedures for the supervision and evaluation of educators. The Superintendent, in collaboration with the Principal, will implement those procedures which will be consistent with the following recommended guidelines:

1. A job description will be developed for each professional educator's position. Job descriptions will specify the required qualifications, performance responsibilities, general evaluation criteria, terms of employment and supervisor.
2. Performance goals set by the educator and his/her supervisor will be clearly articulated.
3. Evaluations will be based substantially on criteria set forth in approved job descriptions, articulated goals, and linked directly to the school's needs to improve student performance as outlined in its action plan;
4. Educator evaluations will be carried out annually.
5. In any case requiring discipline of a professional educator, applicable state law, due process procedures, and contractual requirements will be followed.

Principals will ensure that educator supervision and evaluation priorities are linked closely to the school's current action plan.

Probationary Teachers

Teachers who have been employed for less than two school years in Vermont public schools are probationary teachers. The Principal will ensure that probationary teachers have intensive support, including a mentoring system, regular supervision and at least two written evaluations each year (1 each semester) during the two year probationary period. When the required

evaluations have been carried out, the standard for non-renewal of a probationary teacher's contract is any reason not prohibited by law, and the decision of the School Board is final in the absence of contrary provisions in the teacher's contract. If the probationary teacher has not received at least two written performance evaluations per year (1 each semester) of probationary service, the standard for non-renewal of contract is just and sufficient cause.

Evaluation will be provided, by June, for all staff beyond the initial two-year period: 1 formative evaluation annually; and 1 summative evaluation every 2 years. Additional evaluations and feedback may be performed as deemed necessary by the Principal.

Administrators will use a variety of staff evaluation strategies based on current research which may include:

1. pre and post classroom visitation conferences;
2. announced and unannounced classroom observations;
3. educator performance feedback from students and parents which will not be included in the educator's personnel file;
4. formative and summative evaluation reports.

The Principal will collaborate with the Superintendent to prepare and deliver, to the School Board, by June of each year a progress report and recommendations about the effectiveness of the supervision and evaluation system and practices.

On the basis of evaluations carried out in accordance with this policy, the Principal will collaborate with the Superintendent to identify educators in need of intensive support or other special attention.

Legal Reference(s): 16 V.S.A. § 165 (Public School Quality Standards)
16 V.S.A. § 563 (12) (Powers of school boards)
16 V.S.A. § 1752 (Suspension and dismissal)
16 V.S.A. §§1981 et seq. (Labor relations - professional staff)
21 V.S.A. §§1721 et seq. (Labor relations)
Vermont State Board of Education Rules §§2120.4, 2120.5

Cross References: B1 (Board Member Education)
B2 (Board Goal-Setting and Self Evaluation)
C3 (Job Descriptions)
C5 (Personnel Files)
C8 (Board Relations with Staff)
D2 (Professional Development)
E2 (Budgeting)
G8 (Local Action Plan)
H6 (Annual School Report)

Date Adopted:

Brighton	8/15/00
Charleston	8/10/00
Coventry	9/6/00
Derby	8/28/00
Holland	11/13/00
Jay/Westfield	9/12/00
Lowell	7/13/00
Morgan	4/13/00
Newport City	8/7/00
Newport Town	9/12/00
Troy	10/17/00
NCUHS	7/18/00
NCUJHS	8/29/00

Date Revised:

Brighton	
Charleston	4/9/08
Coventry	4/2/08
Derby	3/24/08
Holland	
Jay/Westfield	4/7/08
Lowell	4/9/08
Morgan	
Newport City	4/7/08
Newport Town	
Troy	
NCUHS	4/1/08
NCUJHS	

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