

BOARD AGENDA ITEM

May 9, 2023

SUBJECT:

Revision of the following policy:

Policy GCOA Evaluation of Instructional Staff, First Reading

BACKGROUND INFORMATION:

Policy GCOA Evaluation of Instructional Staff “establishes the basic structure for the evaluation of the professional instructional staff.” The date for recommendations for non-renewal was March 15 annually. Administration has revised the date to April 30 annually.

ADMINISTRATIVE CONSIDERATION:

Administration recommends the approval of Policy GCOA Evaluation of Instructional Staff, First Reading.

RECOMMENDATION:

Approve the following policy:

Policy GCOA Evaluation of Instructional Staff, First Reading

ATTACHMENTS:

Policy GCOA Evaluation of Instructional Staff

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Evaluation is an ongoing process and a formal evaluation at any time would be in order if deemed necessary by administration, principal or the teacher. Any teacher who is placed on probation or issued a contract with conditions will be evaluated at least annually until the conditions have been corrected.

When the performance of any teacher has been found to be in need of improvement, the principal will provide a plan for improvement including specific suggestions for improvement and a deadline for the improvement to have taken place. In cases where adequate improvement has not been demonstrated through evaluation by the deadline, a recommendation for dismissal or non-renewal may be made to the superintendent who is authorized to dismiss teachers for cause (subject to board review). All such recommendations for non-renewal are to be completed by ~~March 15~~ April 30 annually.

If not in agreement with an evaluation, the teacher may submit a letter explaining why he/she disagrees. This documentation must be attached to all copies of the evaluation. A teacher may request that an additional evaluation be conducted. When an additional evaluation is agreed upon by the teacher and principal, the associate superintendent, assistant superintendent or personnel from the district's division of instructional services may conduct the evaluation.

Adopted 11/9/71; Revised 6/10/75, 11/22/77, 8/28/79, 1/10/84, 2/26/85, 7/28/87, 9/13/88, 10/13/98, 11/27/01, 5/23/23

Legal references:

- A. S. C. Code, 1976, as amended:
 - 1. Section 59-26-10 through Section 59-26-40 - A system for the training, certification, initial employment, evaluation and continuous professional development of teachers.
- B. State Board of Education Regulations:
 - 1. R-43-205.1 - Assisting, Developing, and Evaluating Professional Teaching (ADEPT).