

## **Evaluation of Staff**

An effective evaluation program is essential to a quality educational program. It is an important tool to determine the current level of an educator's performance relative to teaching responsibilities. It is also an important assessment of classified employees and current performance of their job assignments. Under Board policy, administrators are charged with the responsibility of evaluating the staff. An evaluation program provides a tool for supervisors who are responsible for making decisions about promotion, demotion, contract extension, contract nonextension, contract renewal or nonrenewal, dismissal and discipline.

### **Licensed Staff**

Evaluations for licensed staff shall be based on the core teaching standards adopted by the Oregon Board of Education. The standards shall be customized based on collaborative efforts with educators and any exclusive representatives of the licensed staff.

Evaluation and support systems established by the ESD for educators must be designed to meet or exceed the requirements defined in the Oregon Framework for Teacher and Administrator Evaluation and Support Systems, including:

1. Four performance level ratings of effectiveness;
2. Classroom level student learning and growth goals set collaboratively between the educator and the evaluator;
3. Consideration of multiple measures of practice and responsibility which may include, but are not limited to:
  - a. Classroom-based assessments including observations, lesson plans and assignments;
  - b. Portfolios of evidence;
  - c. Supervisor reports;
  - d. Self-reflections and assessments.
4. Consideration of evidence of student academic growth and learning for designated positions based on multiple measures of student progress, including performance data of students, that is both formative and summative. Evidence may also include other indicators of success;
5. A summative evaluation method for considering multiple measures of professional practice, professional responsibilities, and student learning and growth to determine the educator's professional growth path;
6. Customized by each ESD, which may include individualized weighting and application of standards.

**An evaluation using the core teaching standards must attempt to:**

1. Strengthen the knowledge, skills, disposition and classroom practices of educators;
2. Refine the support, assistance and professional growth opportunities offered to an educator, based on the individual needs of the professional and the needs of the students, the school and the ESD;
3. Allow the educator to establish a set of classroom practices and student learning objectives that are based on the individual circumstances of the educator, including the classroom and other assignments;
4. Establish a formative growth process for each professional that supports professional learning and collaboration with other professionals;
5. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the professional.
6. Address ways to help all educators strengthen their culturally responsive practices.

Evaluation and support systems established by the ESD must evaluate educators on a regular cycle. The Superintendent shall regularly report to the Board on implementation of the evaluation and support systems and educator effectiveness.

Each probationary licensed employee shall be evaluated at least annually, but with multiple observations. Non-probationary licensed employees shall be evaluated at least every two years. The purpose of the evaluation is to aid the educator in making continuing professional growth and to determine the educator's performance of their responsibilities. Evaluations shall be based upon at least two observations and other relevant information developed by the ESD.

**Classified Staff**

All classified employees shall be evaluated based on methods and schedules as prescribed in the Classified Evaluation Handbook approved by the Superintendent.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650](#)

[ORS 334.125\(5\)](#)

[ORS 342.815 to- 342.934](#)

[OAR 581-024-0245](#)