

CERTIFICATED PERSONNELEvaluation/Supervision

Evaluation is a process whereby the effectiveness of the professional staff member is appraised in relation to job-related responsibilities and duties, predetermined Office of Education goals and objectives, community expectations, employee competencies, teaching conditions, Office of Education policies, regulations and procedures.

The evaluation shall recognize the worth and needs of the individual evaluated in the total working environment and shall lend direction toward improvement of individual effectiveness.

Evaluation of Teachers and Other Non-Administrative Professionals

Professional staff members covered by the terms of an employee agreement shall be evaluated according to its provisions. If there is no provision for evaluation in the agreement, or if there is no agreement, the Superintendent or designee shall evaluate staff members in accordance with applicable law.

Evaluation Guidelines

In the absence of specific language contained within an applicable collective bargaining agreement, the following guidelines will be followed in assessing certificated competency.

1. Progress of students towards standards of expected achievement at each grade level in each level of study.
2. Instructional techniques and strategies used by the employee.
3. The employee's adherence to Board of Education adopted curriculum.
4. Establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.

Publishers' norms established by standardized tests shall not be used in the evaluation.

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities.

Legal Reference

EDUCATION CODE

33039 State guidelines for teacher evaluation procedures

35171 Availability of rules and regulations for evaluation of performance

44660-44665 Evaluation and assessment of performance of certificated employees (the Stull Act)

GOVERNMENT CODE

3543.2 Scope of representation

UNITED STATES CODE, TITLE 20

6319 Highly qualified teachers

7801 Definition of highly qualified teacher

COLLECTIVE BARGAINING AGREEMENT

Master Agreement with the Humboldt County Schools Teachers' Association/CTA/NEA

Policy

Adopted: October 7, 1987

Revised: October 1, 2014

HUMBOLDT COUNTY OFFICE OF EDUCATION

Eureka, California