

CERTIFICATED MANAGEMENT PERSONNELAdministrative Competence in Evaluation

It is the intent of the Superintendent to place only those individuals who have demonstrated competency in both instructional methodologies and in the evaluation of instruction into positions which have direct responsibility for teacher supervision.

In order to effect this policy, applicants for administrative positions which directly oversee instructional programs will be screened on a variety of criteria including, but not limited to, their knowledge, skills and abilities in instructional leadership. Screening shall include: (1) a review of the candidate's prior experience in the classroom; (2) an assessment of the depth and breadth of coursework completed in the area of instructional supervision and evaluation; and (3) verification of competence through adequate background reference checks.

Once an individual is employed and assigned to a position having instructional supervision responsibilities, the Superintendent or designee will review with that individual the Office of Education's current evaluation policies as derived from the Education Code and from any collective bargaining agreement then in effect. Then, on an on-going basis, the Superintendent or designee shall be responsible for assisting administrative staff in maintaining the desired level of competence by keeping them current with changes in the law or in subsequent bargaining agreement provisions, and, when applicable, keeping them apprised of relevant emerging research.

During the administrator's formal evaluation and at other appropriate review times, competence in instructional supervision and teacher evaluation will be assessed by the following:

1. Continued possession of a valid administrative credential as documented by Personnel Department records.
2. Demonstrated knowledge of effective evaluation techniques and procedures and competency in instructional methodology as shown by the administrator during the annual conduct of teacher evaluation.
3. Participation in additional inservice activities with emphasis on evaluation, supervision and instruction, as determined necessary by the administrator's immediate supervisor.

Legal Reference:

EDUCATION CODE

1293 Certificated employees: contracts

33039 Guidelines for teacher evaluation

44660-44665 Evaluation and assessment of performance of certificated employees

44681-44689 Administrator training and evaluation

GOVERNMENT CODE

3543.2 Scope of representation (re evaluation procedures)