

CERTIFIED STAFF EVALUATION

Employee evaluation is a continuing process conducted for the purpose of assessing the individual performance of staff members, facilitating professional development, and improving student instruction and District operations.

Every professional employee in the District will be supervised and evaluated by a certified school administrator and/or his/her appropriately-licensed designee.

- A new-to-the-District professional employee shall be formally evaluated in writing at the end of the employee's first year of employment.
- After the first year, a continuing employee shall be formally evaluated in writing at least every third school year.
- As deemed appropriate by an evaluator or by another administrator who is serving in a supervisory role, the District may, at any time and not necessarily connected to a formal evaluation, provide an employee with recommendations, directives, or other types of assistance in order to foster the employee's professional growth and/or in an attempt to remedy any performance deficiencies or professional difficulties that have been identified.

Nothing in this policy shall be interpreted as a limitation to the number of formal or informal evaluations that may be conducted by the administration.

The School Board delegates to the Superintendent and his/her administrative designee(s) the responsibility for defining and implementing a systematic program of evaluation for the professional employees covered by this policy. The evaluation of professional employees shall be based on written job descriptions, including key job-related activities, and shall include observation of the individual's performance as part of the evaluation data. Information about the District's professional staff evaluation plan shall be included in the District's *Employee Handbook*.

For the purpose of this policy, professional employees include all staff members holding a professional license issued by the Wisconsin Department of Public Instruction who are under contract with the District, other than individuals who are employed as licensed administrators, substitute teachers, and summer school certified staff employees.

ADOPTED: June 27, 1988

REVISED: January 22, 2001
November 25, 2013
August 12, 2019

REVIEW DATE: August 12, 2019

LEGAL REFERENCES:

Wisconsin Statutes

Section 115.415	[educator effectiveness evaluation requirements]
Section 118.21	[teacher contracts]
Section 118.22	[renewal and nonrenewal of teacher contracts]
Section 118.225	[limited authority to use student assessment data as part of a teacher evaluation program]
Section 118.30(2)(c)	[prohibited uses of student assessment data]
Section 120.12(2m)	[school board duty to evaluate teachers using DPI-developed educator effectiveness evaluation system or equivalency evaluation process]
Section 121.02(1)(a)	[verification of licensure]
Section 121.02(1)(b)	[professional development of employees]
Section 121.02(1)(q)	[evaluation of licensed staff]

Wisconsin Administrative Code

PI 8.01(2)(a)	[annual certification to DPI of educator's current license]
PI 8.01(2)(b)	[professional development plan for employees]
PI 8.01(2)(q)	[evaluation of licensed staff]
PI 34	[DPI standards and licensure]
PI 34.064	[license requirements for individuals who supervise and evaluate other professional staff]
PI 47	[equivalency process for educator effectiveness evaluation; principals and teachers]

CROSS REFERENCES:

CBC-R, Timeline for Goal Setting and Communication to the Board and for Administrative Evaluations/Compensation
CBG, Evaluation of the Superintendent
Employee Handbook