

**CLOVIS UNIFIED
SCHOOL DISTRICT**

PERSONNEL

Certificated

EVALUATION/SUPERVISION OF CERTIFICATED EMPLOYEES

PURPOSE: To establish provisions regarding the supervision and evaluation of certificated employees.

The Board believes evaluating certificated personnel can improve instruction and provide a better educational program through professional growth and continuous improvement. Evaluations shall be used to recognize the exemplary skills and accomplishments of certificated employees, serve as a criterion for contract renewals, and identify areas needing improvement. All certificated teachers in good standing shall be evaluated every other school year based on the school year of hire. All certificated administrators shall be evaluated annually. Identifying teacher deficiencies is the basis of assistance toward their correction. The observations and appraisals also provide a sound basis for administrative decisions on continued employment or dismissal, although it is not the basic purpose.

Education Code section 44664 states that evaluation and assessment of each certificated employee shall be made on a continuing basis.

Formal evaluation procedures are accomplished on a pre-determined schedule and by previous mutual agreement. The evaluator, in the normal function of duties related to the position, may record observations made at any time which may be utilized in the formal evaluative process.

Adopted: 07/23/1975

Reviewed: 10/10/2007

Amended: 03/24/1976, 08/1977, 01/25/1978, 02/28/1979, 12/12/1979, 06/25/1980, 08/06/1980,
04/08/1981, 06/08/1982, 05/13/1987, 04/24/1993, 09/28/2005, 08/17/2011,
10/21/2020 (BP 6211 renumbered as BP 4115)

EDUCATION CODE

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

Doc# 42335-7 (09/2020, 08/2014)