

**EVALUATION OF PROFESSIONAL STAFF**

1. Every employee of the Gloucester County School Board is evaluated on a regular basis at least as frequently as required by law.

2. The superintendent assures that cooperatively developed procedures for professional staff evaluations are implemented throughout the division and included in the division's policy manual. The results of the evaluation are in writing, dated, and signed by the evaluator and the person being evaluated, with one copy going to the personnel file in human resources and one copy to the person being evaluated in accordance with the evaluation plan, GCN-R, Professional Growth and Evaluation Handbook.

The primary purposes of evaluation are:

- to optimize student learning and growth;
- to contribute to the successful achievement of the goals and objectives of the division's educational plan;
- to improve the quality of instruction by ensuring accountability for classroom performance and teacher effectiveness;
- to provide a basis for leadership improvement through productive performance appraisal and professional growth;
- to implement a performance evaluation system that promotes a positive working environment and continuous communication between the employee and the
- evaluator that promotes continuous professional growth, leadership effectiveness, improvement of overall job performance and improved student outcomes; and
- to promote self-growth, instructional effectiveness, and improvement of overall professional performance.

3. The procedures are consistent with the performance objectives included in the Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers and the Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals. Evaluations include student academic progress as a significant component and an overall summative rating. Teacher evaluations include regular observation and evidence that instruction is aligned with the school's curriculum. Evaluations include identification of areas of individual strengths and weaknesses and recommendations for appropriate professional activities.

4. The school principal is the educational leader in the school and is the primary person in charge of teacher evaluation.

5. Teachers are evaluated in accordance with the evaluation plan, GCN-R, Professional Growth and Evaluation Handbook. A copy of this plan is given to each certificated employee.

6. Any teacher whose evaluation indicates deficiencies in managing student conduct may be required to attend professional development activities designed to improve classroom management and discipline skills.

7. If a teacher's performance evaluation during the probationary period is not satisfactory, the School Board shall not reemploy the teacher.

**ADOPTED:** February 8, 1983

**REVISED:** November 11, 1986  
 July 1, 1991  
 September 14, 1999  
 November 9, 2004  
 August 26, 2010  
 July 12, 2011  
 November 13, 2012  
 December 10, 2013  
 May 8, 2018

**LEGAL REFERENCES:** Code of Virginia, §§ 22.1-70, 22.1-78, 22.1-294, 22.1-295, 22.1-303, 22.1-253.13:5, 22.1-253.13:7. and 22.1-276.2.

Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators and Superintendents (Virginia Board of Education as revised July 23, 2015)

[http://www.doe.virginia.gov/teaching/performance\\_evaluation/guidelines\\_ups\\_eval\\_criteria\\_teachers.pdf](http://www.doe.virginia.gov/teaching/performance_evaluation/guidelines_ups_eval_criteria_teachers.pdf)).

Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals (Virginia Board of Education as revised July 23, 2015)

[http://www.doe.virginia.gov/teaching/performance\\_evaluation/guidelines\\_ups\\_eval\\_criteria\\_principals.pdf](http://www.doe.virginia.gov/teaching/performance_evaluation/guidelines_ups_eval_criteria_principals.pdf)).

**CROSS REFERENCES:** CBG            Evaluation of the Superintendent  
GCG            Professional Staff Probationary Term and Continuing Contract  
GCN-R         Professional Growth and Evaluation Handbook