

## EVALUATION OF PROFESSIONAL STAFF

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

2. The superintendent shall assure 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 shall be 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 will be 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 shall include student academic progress as a significant component and an overall summative rating.

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

5. Teachers will be evaluated in accordance with the evaluation plan, GCN-R, Professional Growth and Evaluation Handbook. A copy of this plan will be 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

**LEGAL REFERENCES:** Code of Virginia, Sections 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 April 2011)  
[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 February 2012)  
([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