

## PERSONNEL

### Evaluation of Staff

The Board recognizes that the professional growth and evaluation of individual employees is important to improve the effectiveness and efficiency of the school district.

Evaluation of the performance and/or accomplishments of individual staff members is important to improve the effectiveness and efficiency of the school district. Staff is expected to perform the duties identified in their job descriptions, in addition to any other responsibilities that may be assigned by their supervisor.

The failure of any evaluator to evaluate or supervise certificated classroom teachers, certificated support personnel or administrators in accordance with the revised evaluation system, when it is his or her specific duty to do so, will be sufficient cause for the non-renewal of any such evaluator's contract under RCW 28A.405.210 or the discharge of such evaluator under RCW 28A.405.300.

The superintendent will develop and implement a system for evaluating certificated classroom teachers, certificated support personnel, principals, assistant principals, and other administrative staff in accordance with state law and the duty to bargain in chapter 41.59 RCW.

### Evaluation of Certificated Classroom Teachers and Certificated Support Personnel

"Certificated classroom teacher" means an employee who provides academically-focused instruction to students and holds one or more of the certificates pursuant to WAC 181-79A-140(1) through (3) and (6)(a) through (e) and (g).

The evaluation system will use the minimum criteria developed by the Superintendent of Public Instruction and in accordance with the 5D CEL Instructional Framework. The four-level rating system will describe the performance of certificated classroom teachers, certificated principals, and assistant principals along a continuum that indicates the extent to which evaluative criteria have been met or exceeded. Student growth data, defined as the change in student achievement between two points in time, must be a substantial factor in the evaluation process for three of the criteria and must be based on multiple measures, including classroom, school, district and state-based tools. The student growth criteria have been identified and student growth rubrics have been adopted by OSPI.

The evaluative criteria for certificated classroom teachers shall be:

1. Centering instruction on high expectations for student achievement;
2. Demonstrating effective teaching practices;
3. Recognizing individual student learning needs and developing strategies to address those needs;

4. Providing clear and intentional focus on subject matter content and curriculum;
5. Fostering and managing a safe and positive learning environment;
6. Using multiple student data elements to modify instruction and improve student learning;
7. Communicating and collaborating with parents and school community; and
8. Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

“Certificated support personnel” and “certificated support person” mean a certificated employee who provides services to students and holds one or more of the education staff associate (ESA) certificates pursuant to WAC 181-79A-140(5). ESA certification includes: school speech pathologists or audiologists, school counselors, school nurses, school occupational therapists, school physical therapists, school psychologists, and school social workers.

The evaluative criteria for certificated support personnel shall be:

1. Knowledge and scholarship in special field;
2. Specialized skills;
3. Management of special and technical environment;
4. Professional preparation and scholarship; and
5. Involvement in assisting students, parents, and staff.

#### Evaluation of Certificated Principals and Assistant Principals

“Certificated principal,” “principal,” and “assistant principal,” mean an employee who supervises the operation and management of a school as provided by RCW 28A.400.100 and holds certificates pursuant to WAC 181-79A-140(4)(a) or (6)(h).

The evaluation system will use the minimum criteria developed by the Superintendent of Public Instruction and in accordance with the AWSP Framework.

The superintendent will develop and implement a system for evaluating certificated principals and assistant principals in accordance with state law.

The evaluative criteria for certificated principals and assistant principals shall be:

1. Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff;
2. Demonstrating commitment to closing the achievement gap;
3. Providing for school safety;
4. Leading the development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements;
5. Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local school district learning goals;

6. Monitoring, assisting, and evaluating effective instruction and assessment practices;
7. Managing both staff and fiscal resources to support student achievement and legal responsibilities; and
8. Partnering with the school community to promote student learning.

#### Evaluation of Other Administrative Staff

“Other Administrative Staff” refers to an administrative employee who holds one or more certificates pursuant to WAC 181-79A-140 and is not assigned to supervise the operations and management of a school.

The evaluative criteria for other administrative staff shall be:

1. Leadership;
2. Administration and management;
3. School finance;
4. Professional preparation and scholarship;
5. Effort toward improvement when needed;
6. Interest in students, staff, patrons and subjects taught in schools; and
7. Evaluation of staff.

#### Evaluation of Classified Staff

The evaluative criteria for classified staff will be based upon the job description of the specific assignment.

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#### **Cross References:**

5230 Job Descriptions/Responsibilities  
5280 Termination of Employment  
5520 Staff Development

#### **Legal References:**

RCW 28A.400.100 Principals and vice principals – Employment of—Qualifications—Duties  
RCW 28A.405.100 Minimum criteria for the evaluation of certificated employees—Revised four level evaluation systems for classroom teachers and for principals-Procedures-Steering committee-Models-Implementation-Reports  
RCW 28A.405.110 Evaluations--Legislative findings  
RCW 28A.405.120 Training for evaluators  
RCW 28A.405.130 Training in evaluation procedures required  
WAC 392-191A Professional Growth and Evaluation of School Personnel

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