## MIDDLETOWN UNIFIED SCHOOL DISTRICT

## Policy 4115: Evaluation/Supervision

Original Adopted Date: 1/17/2024

The Governing Board believes that regular, comprehensive evaluations designed to hold instructional staff accountable for their performance are key to improving their teaching skills and raising students' levels of achievement.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance and encourages them to take initiative to request assistance as necessary, including participation in appropriate staff development and/or individualized teacher support and guidance programs.

The Superintendent or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria: (Education Code 44662)

- 1. Students' progress toward meeting district standards of expected achievement for their grade level in each area of study and, if applicable, towards the state-adopted content standards as measured by state-adopted criterion-referenced assessments
- 2. The instructional techniques and strategies used by the employee
- 3. The employee's adherence to curricular objectives
- 4. The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities

With the agreement of the exclusive representative of the certificated staff when applicable, the Superintendent or designee may incorporate objective standards from the National Board for Professional Teaching Standards and/or the California Standards for the Teaching Profession into district evaluation standards.

The evaluation of certificated employee performance shall not include the use of publishers' norms established by standardized tests. (Education Code 44662)

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities. (Education Code 44662)

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning and are uniformly applied throughout the district.

## **Policy Reference Disclaimer:**

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Ed. Code 33039 <u>State guidelines for teacher evaluation procedures</u>

Ed. Code 35171 Availability of rules and regulations for evaluation of

performance

Ed. Code 44660-44665 <u>Evaluation and assessment of performance of certificated</u>

employees

Gov. Code 3543.2 <u>Scope of representation</u>

Management Resources Description

Commission on Teacher Credentialing

Publication

California Standards for the Teaching Profession (CSTP),

October 2009

Website <u>CSBA District and County Office of Education Legal Services</u>

Website <u>National Board for Professional Teaching Standards</u>

Website <u>Commission on Teacher Credentialing</u>

Website <u>CSBA</u>

Website <u>California Department of Education</u>

## **Cross References**

CodeDescription0500Accountability

4000 <u>Concepts And Roles</u>

4100 <u>Certificated Personnel</u>

4112.21 <u>Interns</u>

4112.21 <u>Interns</u>

4112.6 Personnel Files

4112.8 <u>Employment Of Relatives</u>

4112.9 <u>Employee Notifications</u>

4112.9-E(1) Employee Notifications

4113 <u>Assignment</u>

4113 <u>Assignment</u>

4113.5 Working Remotely

4116 <u>Probationary/Permanent Status</u>

4116 Probationary/Permanent Status

4117.7 Employment Status Reports

4118 Dismissal/Suspension/Disciplinary Action

4118 <u>Dismissal/Suspension/Disciplinary Action</u>

4119.21 <u>Professional Standards</u>

4119.21-E(1)	Professional Standards
4131	Staff Development
4131.1	Teacher Support And Guidance
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	Teacher Support And Guidance
4140	Bargaining Units
4141	Collective Bargaining Agreement
4159	Employee Assistance Programs
4212.6	Personnel Files
4212.8	Employment Of Relatives
4212.9	Employee Notifications
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4213.5	Working Remotely
4219.21	<u>Professional Standards</u>
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4240	Bargaining Units
4241	Collective Bargaining Agreement
4259	Employee Assistance Programs
4312.6	Personnel Files
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4313.5	Working Remotely
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4319.21	<u>Professional Standards</u>
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4340	Bargaining Units
4359	Employee Assistance Programs
6011	<u>Academic Standards</u>
6020	Parent Involvement
6020	Parent Involvement
6120	Response To Instruction And Intervention
6142.7	Physical Education And Activity

6142.7	Physical Education And Activity
6162.5	Student Assessment
6162.51	State Academic Achievement Tests
6162.51	State Academic Achievement Tests
9000	Role Of The Board
9321	<u>Closed Session</u>
9321-E(1)	Closed Session
9321-E(2)	<u>Closed Session</u>