

## **MIDDLETOWN UNIFIED SCHOOL DISTRICT**

### **Regulation 4115: Evaluation/Supervision**

**Original Adopted Date: 1/17/2024**

Evaluation of certificated employees shall be conducted in accordance with the procedures established in this administrative regulation and applicable collective bargaining agreements. To the extent that any of those provisions conflict, the procedures in the collective bargaining agreement shall be implemented.

The Superintendent or designee shall print and make available to certificated employees written regulations related to the evaluation of their performance in their assigned duties. (Education Code 35171)

By October 1 of each year, the Superintendent or designee shall provide to all supervisors, managers, principals, and directors a current list of their school/department/division employees and their evaluation schedules, including the date of each employee's last evaluation and the expected date of each employee's next evaluation.

#### **Frequency of Evaluations**

Each probationary certificated employee shall be evaluated at least once each school year. (Education Code 44664)

Each certificated employee with permanent status shall be evaluated and assessed at least every other year. If the employee receives an unsatisfactory evaluation, he/she shall be annually evaluated until he/she achieves a positive evaluation or is separated from the district. (Education Code 44664)

Alternatively, a permanent employee who has been employed by the district at least 10 years and who was rated in his/her previous evaluation as meeting or exceeding standards shall be evaluated at least every five years, if he/she and the evaluator so agree. Either the evaluator or the employee may withdraw consent for the alternative schedule at any time. (Education Code 44664)

#### **Evaluation Results**

Certificated instructional employees shall receive a written copy of their evaluation no later than 30 days before the last scheduled school day of the school year in which the evaluation takes place. Before the last scheduled school day of the school year, the employee and the evaluator shall meet to discuss the evaluation. (Education Code 44663)

Noninstructional certificated staff members employed on a 12-month basis shall receive a copy of their evaluation no later than June 30 of the year in which the evaluation takes place. Before July 30, the employee and the evaluator shall meet to discuss the evaluation. (Education Code 44663)

Instructional and noninstructional certificated employees shall have the right to respond in writing to their evaluation. This response shall become a permanent attachment to the employee's personnel file. (Education Code 44663)

Evaluations shall include recommendations, if necessary, as to areas in need of improvement in the employee's performance. If an employee is not performing satisfactorily according to teaching standards approved by the Governing Board pursuant to Education Code 44662, the Superintendent

or designee shall so notify the employee in writing and shall describe the unsatisfactory performance. The Superintendent or designee shall confer with the employee, make specific recommendations as to areas needing improvement, and endeavor to provide assistance to the employee in his/her performance. (Education Code 44664)

The Superintendent or designee may require any certificated employee who receives an unsatisfactory rating in the area of teaching methods or instruction to participate in a program designed to improve appropriate areas of performance and to further student achievement and the district's instructional objectives. (Education Code 44664)

### Qualifications of Evaluators

The Superintendent or designee shall assign the principal or other appropriate supervisory personnel to evaluate certificated staff. He/she shall ensure that the evaluator:

1. Possesses a valid administrative credential
2. Is competent in the instructional methodologies used by the teachers being evaluated
3. Is skilled in the supervision of instruction and in techniques and procedures related to the evaluation of instruction
4. Is familiar with district curriculum priorities and practices, district standards for student progress, and district policies and procedures related to personnel supervision, performance evaluation, and staff development

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### 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.

#### State

Ed. Code 33039

#### Description

[State guidelines for teacher evaluation procedures](#)

Ed. Code 35171

[Availability of rules and regulations for evaluation of performance](#)

Ed. Code 44660-44665

[Evaluation and assessment of performance of certificated employees](#)

Gov. Code 3543.2

[Scope of representation](#)

#### Management Resources

Commission on Teacher Credentialing  
Publication

#### Description

California Standards for the Teaching Profession (CSTP),  
October 2009

Website

[CSBA District and County Office of Education Legal Services](#)

Website

[National Board for Professional Teaching Standards](#)

Website

[Commission on Teacher Credentialing](#)

Website

[CSBA](#)

Website

[California Department of Education](#)

## Cross References

Code	Description
0500	<a href="#">Accountability</a>
4000	<a href="#">Concepts And Roles</a>
4100	<a href="#">Certificated Personnel</a>
4112.21	<a href="#">Interns</a>
4112.21	<a href="#">Interns</a>
4112.6	<a href="#">Personnel Files</a>
4112.8	<a href="#">Employment Of Relatives</a>
4112.9	<a href="#">Employee Notifications</a>
4112.9-E(1)	<a href="#">Employee Notifications</a>
4113	<a href="#">Assignment</a>
4113	<a href="#">Assignment</a>
4113.5	<a href="#">Working Remotely</a>
4116	<a href="#">Probationary/Permanent Status</a>
4116	<a href="#">Probationary/Permanent Status</a>
4117.7	<a href="#">Employment Status Reports</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.21	<a href="#">Professional Standards</a>
4119.21-E(1)	<a href="#">Professional Standards</a>
4131	<a href="#">Staff Development</a>
4131.1	<a href="#">Teacher Support And Guidance</a>
4131.1	<a href="#">Teacher Support And Guidance</a>
4140	<a href="#">Bargaining Units</a>
4141	<a href="#">Collective Bargaining Agreement</a>
4159	<a href="#">Employee Assistance Programs</a>
4212.6	<a href="#">Personnel Files</a>
4212.8	<a href="#">Employment Of Relatives</a>
4212.9	<a href="#">Employee Notifications</a>
4212.9-E(1)	<a href="#">Employee Notifications</a>
4213.5	<a href="#">Working Remotely</a>
4219.21	<a href="#">Professional Standards</a>

4219.21-E(1)	<a href="#">Professional Standards</a>
4240	<a href="#">Bargaining Units</a>
4241	<a href="#">Collective Bargaining Agreement</a>
4259	<a href="#">Employee Assistance Programs</a>
4312.6	<a href="#">Personnel Files</a>
4312.8	<a href="#">Employment Of Relatives</a>
4312.9	<a href="#">Employee Notifications</a>
4312.9-E(1)	<a href="#">Employee Notifications</a>
4313.5	<a href="#">Working Remotely</a>
4315	<a href="#">Evaluation/Supervision</a>
4317.7	<a href="#">Employment Status Reports</a>
4319.21	<a href="#">Professional Standards</a>
4319.21-E(1)	<a href="#">Professional Standards</a>
4340	<a href="#">Bargaining Units</a>
4359	<a href="#">Employee Assistance Programs</a>
6011	<a href="#">Academic Standards</a>
6020	<a href="#">Parent Involvement</a>
6020	<a href="#">Parent Involvement</a>
6120	<a href="#">Response To Instruction And Intervention</a>
6142.7	<a href="#">Physical Education And Activity</a>
6142.7	<a href="#">Physical Education And Activity</a>
6162.5	<a href="#">Student Assessment</a>
6162.51	<a href="#">State Academic Achievement Tests</a>
6162.51	<a href="#">State Academic Achievement Tests</a>
9000	<a href="#">Role Of The Board</a>
9321	<a href="#">Closed Session</a>
9321-E(1)	<a href="#">Closed Session</a>
9321-E(2)	<a href="#">Closed Session</a>