

School Committee Evaluation:

At the July School Committee meeting an assessment will be made on:

1. The status of the Missions and Goals established for the current year.
2. Perceptions of the Teachers Association of major accomplishments as a result of the School Committee activity for the current year with recommendations for the ensuing year.
3. An action plan for the ensuing year will be determined as a result of the evaluation.

Central Office Evaluation:

At the December meeting of the Joint Boards, an assessment will be made by School Committee members of the services provided by the central office personnel based upon job descriptions and job expectations.

Perceptions of services, educational leadership and accomplishments as a result of central office activity for the current year, may be made by M.S.A.D. #30 and UNION #110 Teacher Association delegates.

Instructional Evaluation:

At the regularly scheduled School Committee meeting in March of each year the School Committee will be provided with an assessment of pupil progress with concomitant focus on the strengths and weaknesses of the instructional program.

As a result of this assessment and review, it is expected that a data bank of information will be developed and action plans to strengthen weaknesses will occur.

M.S.A.D. #30
TEACHER EVALUATION

AFCB

Program Evaluation:

There will be an ongoing appraisal of the performance of teachers to provide:

- a. A systematic process whereby **all** staff members may measure and improve, on a continuing basis, the effectiveness of their instructional services, using the available professional resources;
- b. Opportunity for all staff members to analyze their strengths and weaknesses as they relate to the teaching learning process and to discuss objectively the contributions they have made to the school system;
- c. Opportunity for the administrative staff to analyze the strengths and weaknesses of individual staff members and to use their knowledge to develop supervisory service to assist individuals in developing objectives to improve their competence. These may relate to the teaching-learning process and/or other professional responsibilities; and
- d. Effective means by which administrators may make recommendations concerning the continued employment of personnel, the granting of a continuing contract, the granting of an increment, and/or other recommendations to the board.

The board intends to seek and maintain the best qualified staff to provide quality education and students. **In** keeping with this goal, all personnel are expected to participate fully in the appraisal process. An integral part of this process is self-appraisal. The self and administrative appraisals will include: knowledge of subject matter, educational skills and techniques, attitudes, behavior patterns, values, and ethics. Each professional staff member will share in the responsibility of maintaining and enhancing the self-image and self respect of all participants throughout the appraisal process.

The evaluation procedure is to address all aspects of teaching performance and recognize that the fulfillment of pupil needs is of primary importance.

Legal Reference: ME. DEPT. OF ED. RULE CHAP. 125.23, B, 5, N
ADOPTED ON 3/22/94.

III. NOTICES

MSAD #30's policy and corresponding disciplinary actions for infractions of this policy shall be printed in employee and student handbooks.

Legal References: Title 22 MRSA § 1578-B
Public Law 470 - An Act to Reduce Tobacco Use by Minors
20 USC 6081 - Pro-Children Act of 1994 (Goals 2000)

APPROVED ON: SEPTEMBER 24,1996