

EVALUATION OF INSTRUCTIONAL STAFF

GCOA

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 to 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
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