

Personnel -- Certified

Evaluation

It is universally accepted that good teaching is the most important element in a sound educational program. Student learning is directly affected by teacher competence; therefore teacher evaluation shall be accomplished using a teacher evaluation plan which demonstrates a clear link between teacher evaluation, professional development and improved student learning.

Appraisal of teaching service should serve three purposes:

1. To raise the quality of instruction and educational services to the children of our community resulting in improved student learning;
2. To raise the standards of the teaching profession as a whole;
3. To aid the individual teacher to grow professionally, linking district-wide teacher evaluation and professional development plans.

Evaluation of teacher performance must be a cooperative, continuing process designed to improve the quality of instruction. All certified employees are involved in the evaluation process and all employees shall be evaluated according to law. The teacher shares with those who work with the teacher the responsibility for developing effective evaluation procedures and instruments and for the development and maintenance of professional standards and attitudes regarding the evaluation process.

The Board of Education directs the Superintendent and the teachers' and administrators' representatives to develop, in harmony with the latest guidelines developed by the State Board of Education, a system-wide program for evaluating the instructional process and all certified personnel as one means to improve student learning and ensure quality control of instruction.

The Superintendent and all employees whose administrative and supervisory duties equal at least 50% of their time shall include a minimum of fifteen hours of training in the evaluation of teachers pursuant to Section 10-151b, as part of the required professional development activity during each five year period for reissuance of their professional educator certificate.

The Board of Education expects the Superintendent and staff to be guided strictly by provisions of law.

Legal Reference: Connecticut General Statutes
 10-145b Teaching certificates
 10-151b Evaluation by superintendent of certain educational personnel. (as modified by Public Act 95-58 An Act Concerning, Teacher Evaluations, Tenure and Dismissal)
 10-220a In-service training. Professional development. Institutes for educators. Cooperative and beginning teacher programs, regulations.

Policy adopted: June 26, 2006

EAST HAMPTON PUBLIC SCHOOLS
 East Hampton, Connecticut

Personnel -- Certified

Evaluation/Supervision

Evaluation of Professional Staff

Procedures and focus for evaluating members of the professional staff, in accord with law and Board policy, shall be maintained in a separate manual.*

(cf. 4115 Personnel - Certificated/Evaluation)

(cf. Professional Evaluation in the East Hampton Public Schools June, 1988)

*See Evaluation Subsection of Administrative Procedure Manual.

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