

Seaside School District 10

Code: **GCN**
Adopted: 7/26/07

Evaluation of Licensed Staff

All persons involved in the evaluation process are co-workers aiming at improvement of instruction and maintenance of standards for professional performance. In order that this be done effectively, the teacher, as well as the evaluator, must assume a major role in the evaluation process. Self-analysis by the teacher, the evaluator's observations, and supporting data form the basis for a partnership approach.

All aspects of the teacher's performance should be examined, including the personal, interpersonal, and technical skills that will assist in attaining improved levels of student learning. The teacher's competency in program planning and the selection of appropriate resources and materials should also be considered a part of the evaluation process.

The procedures and instruments for teacher evaluation will be developed by the superintendent consistent with Oregon law. These procedures, instruments and processes will be approved by the Board and contained in a document entitled "Evaluation Handbook for the Improvement of Instruction."

The procedures and instruments for administrative evaluation will be developed by the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)