

## EVALUATION OF SCHOOL PERSONNEL

The Tyler County Board of Education is committed to ensuring that all school personnel are evaluated in a fair and equitable manner. Procedures have been established to set parameters for observations and evaluations, timelines, identify components for improvement plans, identify administrators' responsibilities, and identify performance characteristics for teachers and administrators. These procedures are delineated in the Administrative Procedures Manual.

The Evaluation process has two (2) major purposes:

1. To promote professional growth and development and assure quality performance, and,
2. To provide evaluation data as one basis for sound personnel decisions.

Professional Support Personnel shall be evaluated on the basis of meeting annual goals, mutually established by the employee and immediate supervisor. Professional Support Personnel shall include: Counselors, Speech Pathologists, and Athletic Trainers.

Principals and Central Office Administrators shall be evaluated by the Superintendent on the basis of mutually established annual written goals. The purpose of the evaluation is to improve the administrator's performance and professional growth.

Service personnel shall receive a performance evaluation conducted by their immediate supervisor.

Coaches shall receive one written evaluation annually by the Principal. The primary purpose of the evaluation is to provide information necessary to make an objective assessment of the coach's performance and to assure that quality coaching is provided to the student athletes.

REFERENCE: State Board Policy 5310; School Laws of West Virginia 18A-2-12, 18-2E-6, 18-3-4, 18A-2-8

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