

Evaluation of Administrators and Administration

In order to advance the instructional program of the school district, the Superintendent will establish and will implement an evaluation program for all administrators and teachers. Such a program will be aimed at improving administrator/teacher performance and at promoting professional growth within the framework of the goals and objectives of the school district. Such an evaluative process will include a formal procedure for the evaluation of the Superintendent by the Board.

Evaluations of certified staff below the rank of Superintendent shall be conducted in accordance with the guidelines of the State Board of Education and such other guidelines as are mutually agreed upon by the Board and the “teachers’ representative” under the Teacher Negotiations Act. Further, claims of failure to follow such guidelines shall be subject to the grievance procedure in collective bargaining agreements negotiated subsequent to July 1, 2004.

Through the evaluation of the Superintendent, the Board will strive to accomplish the following:

1. Clarification for the Superintendent of his/her role in the school system as understood by the Board.
2. Clarification for all Board members of the role of the Superintendent in light of his/her responsibilities, his/her authority, and his/her organizational expectations.
3. Development of a unity of purpose in order to achieve high priority goals and objectives.
4. Development of an opportunity for goal achievement through regular appraisal and feedback.
5. Enhancement of organizational health resulting from involved, committed, and strengthened individuals.

The Superintendent's evaluation and the evaluation of district administrators and teachers should be viewed as part of an overall district management plan of establishing goals and objective, appropriate programs, and methods of evaluation. Instructional leadership efforts can only be productive if teaching and learning are emphasized and if objectives, measurement, and feedback are part of that effort. Teachers, administrators, central office personnel, and the Board should be partners in the improvement process, and it is expected that this policy provide direction in achieving that partnership.

Legal Reference: Connecticut General Statutes
10-151a Access of teacher to supervisory records and reports in personnel file
10-151b Evaluation by superintendents of certain education personnel. (amended by PA 04-137, An Act Concerning Teachers’ Evaluations)
10-151c Records of teacher performance and evaluation not public records
10-220a(b) Inservice training. Professional development. Institutes for educators. Cooperating and beginning teacher programs, regulations.

Board Adopted: November 13, 2013