

Hermon School Department

Supervision and Evaluation of Professional Staff

A well-planned and systematic program of supervision and evaluation of performance tied to educational outcomes is vital to the ongoing improvement of the instructional program. It is the Hermon School Committee's **responsibility** to ensure that sufficient administrative time and energy are expended to supervise (observe and assist) and evaluate (measure and assess) teachers. The evaluation program shall address all aspects of teaching performance.

The superintendent shall be responsible for the implementation and periodic review of a comprehensive program of supervision and evaluation **adopted by the School Committee.**

The program shall provide minimum standards for the number and frequency of formal performance reviews, with the understanding that probationary teachers require closer support and more frequent performance reviews. **Probationary teachers shall in any event be evaluated at least once in each year of their probationary employment.**

- A. **Criteria used for evaluation** shall be in written form and made permanently available to the teacher;
- B. Evaluations shall be made by an immediate supervisor/administrator,
or by other person(s) designated by the superintendent;
- C. Results of the evaluations shall be put in writing and shall be discussed with the teacher;
- D. The teacher being evaluated shall have the right to attach a memorandum to the written evaluation; and
- E. Results of all evaluations shall be kept in confidential personnel files maintained at the Superintendent's Office.

In accordance with Maine's Educator Effectiveness law (20-A MRSA § 13701 – 13706), by the end of the 2016-2017 school year, the School Department will have developed and piloted a performance evaluation and growth system, consistent with the requirements of applicable Department of Education rules, for full implementation in the 2016-2017 school year.

The performance evaluation and growth system must be approved by the School Committee.

In keeping with the School Committee's goal of employing the best qualified staff to provide quality education for all students, all teachers are expected to participate fully in the evaluation process, self-appraisal and continuous improvement of professional skills.

While supervision and evaluation policies are not negotiable in collective bargaining, the superintendent is to seek appropriate involvement of staff in the development and periodic review of the supervision and evaluation program.

Legal Reference: 20-A MRSA §§ 1055, 13201; 13701-13706; 13802
Me. Dept. of Ed Rule Ch. 125 §§ 4.02(E) (3), 8.08
Me. Dept of Ed Rule Ch. 180