

LODI UNIFIED SCHOOL DISTRICT

Policy 4115

REVISION

Personnel

Evaluation/Supervision

The Board of Education believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold teachers accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law and negotiated contracts.

The Superintendent or designee shall ensure that certificated employees have access to written regulations related to the evaluation of their performance in their assigned duties.

Evaluation procedures may include observation of teacher performance in the classroom.

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the district.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance. The Superintendent or designee shall assist employees in improving their performance and may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary , **including participating in appropriate staff development and/or individualized teacher support and guidance programs** to promote effective teaching.

The Superintendent or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria:

- 1. Students' progress toward meeting district standards of expected achievement for their grade level in each area of study and, if applicable,**

towards the state-adopted content standards as measured by state-adopted criterion-referenced assessments

2. The instructional techniques and strategies used by the employee
3. The employee's adherence to curricular objectives
4. The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities

Legal References: EDUCATION CODE
33039 State guidelines for teacher evaluation procedures
35171 Availability of rules and regulations for evaluation of performance
44500-44508 Peer assistance and review program for teachers
44660-44665 Evaluation and assessment of performance of certificated employees
GOVERNMENT CODE
3543.2 Scope of representation
UNITED STATES CODE, TITLE 20
6319 Highly qualified teachers
7801 Definition of highly qualified teacher

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