

FAIRFIELD AREA SCHOOL DISTRICT

EVALUATION OF PROFESSIONAL STAFF

2250

- 2250.1 Purpose
To establish formal and informal processes for the regular performance evaluation of the professional staff.
- 2250.2 The Superintendent shall be responsible for the evaluation of instruction offered to students within the schools, in consultation with representatives of the administrative and professional staff, and shall formulate a program of teacher evaluation.
- 2250.3 The Fairfield Area School District recognizes it's obligation to provide a quality education. Teacher effectiveness is a major ingredient in the quality of education and is greatly enhanced by a professional evaluation process which is continuous and serves to upgrade the individual's job performance, and to identify and promote high standards of professional service. Professional staff evaluation must be primarily designed to improve instruction and to help assure the students a quality education. As such it can be viewed as a helping process for the teacher that insures effective communication between the administration and staff concerning all aspects of the professional employee's performance.
- 2250.4 The District further believes in emphasizing a professional atmosphere based on personal involvement of all parties, recognition of work well done, honest self-appraisal through establishment of individual goals in a way that protects the individual's dignity and self-respect. Such an atmosphere will lead to the encouragement of performance that is excellent and to the support of efforts designed to reach excellence where it is found lacking.
- 2250.5 Evaluation Goals
A major responsibility of the school system must be to insure that each employee is performing in the best interest of the students. For that reason, the following evaluation goals are adopted:
- 2250.5a To promote effective communication among the staff and between the staff and the administration.
- 2250.5b To provide feedback to professional employees concerning their performances.
- 2250.5c To acknowledge and support effective teacher performance.

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2250.5d To provide direction for individual teachers in their pursuit of excellence.

2250.5e To enhance the collective effort toward establishing an excellent school climate for all students.

2250.5f To provide the assistance needed by members of the teaching staff for continued professional growth.

2250.5g To provide a permanent record for the purposes of improvement of instruction, continued employment, reassignment, promotion or termination of services.

2250.6

Review

This policy shall be reviewed annually.