

FAIRVIEW SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EVALUATION OF TEACHERS

ADOPTED: June 20, 1994

REVISED:

<p>1. Guidelines</p> <p>SC 1123</p>	<p style="text-align: center;">412. EVALUATION OF TEACHERS</p> <p>There shall be a plan for regular evaluation of all professional and temporary professional employees of the district.</p> <p>The evaluation plan shall be in accordance with the State plan for such purposes or in accordance with Board approval and these guidelines.</p> <p>The Fairview School District system-wide program and procedure for the evaluation of professional personnel shall be as follows:</p> <ol style="list-style-type: none">1. Each professional staff member will be evaluated and/or rated by his/her performance on a continuous basis.2. A professional staff member's performance will be evaluated and/or rated on all aspects of his/her responsibilities; e.g., assigned duties, parent conferences, classroom responsibilities, planning period. The range of responsibilities shall be denoted in the four (4) categories of the DEBE 5501 instrument.3. Professional staff members may be evaluated only by properly certified personnel as designated by the Superintendent of Schools.4. Each professional staff member will be observed a <u>minimum</u> of two (2) times in a formal setting annually.5. Each formal observation will be followed by a conference.6. An informal observation need not be followed by a conference unless unsatisfactory performance has been evidenced.7. Anecdotal information will be viewed as appropriate for all personnel ratings, but required for all unsatisfactory ratings.
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<p>School Code SC 1123</p>	<ol style="list-style-type: none">8. A variety of instruments, in addition to the DEBE 5501, such as the classroom observation form, performance summary form, and others will be utilized in assessing and rating performance.9. The results of the evaluation of the professional staff members performance will be rated as satisfactory or unsatisfactory on the DEBE 5501.<ol style="list-style-type: none">a. A rating of 20 in any single category of the DEBE5501 will be satisfactory for that category.b. An overall rating of 80 on the DEBE 5501 will be an overall satisfactory rating.c. A rating of 10 in any single category of the DEBE5501 will be unsatisfactory.d. An overall rating of 70 or less on the DEBE 5501 will be an overall unsatisfactory rating.10. The DEBE 5501 may be issued at any time during a school year for the period of time during which the employee's performance was assessed and rated.11. Each professional staff member will be issued at least one (1) DEBE 5501 in the school year.12. A professional staff member who receives an unsatisfactory rating must accept guidance, assistance and direction on how to improve his/her performance by the building administrator(s).13. A second consecutive unsatisfactory rating, per School Code, may result in the professional employee being suspended or dismissed.14. The Pennsylvania School Code and the standards and procedures set forth on the DEBE 5501 will take precedent over local Policy 412 if there is a variance in this policy from the State regulations.
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