

## **Certificated Personnel**

### **EVALUATION/SUPERVISION**

**BP 4115**

The Governing Board believes that regular, comprehensive evaluations designed to hold instructional staff accountable for their performance are key to improving their teaching skills and raising students' levels of achievement.

*(cf. 4141/4241 - Collective Bargaining Agreement)*  
*(cf. 4315 - Evaluation/Supervision)*

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 and encourages them to take initiative to request assistance as necessary, including participation in appropriate staff development and/or individualized teacher support and guidance programs.

*(cf. 4117.4 - Dismissal)*  
*(cf. 4117.6 - Decision Not to Rehire)*  
*(cf. 4131 - Staff Development)*  
*(cf. 4131.1 - Teacher Support and Guidance)*

The Superintendent or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria: (Education Code 44662)

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

*(cf. 6011 - Academic Standards)*  
*(cf. 6162.5 - Student Assessment)*  
*(cf. 6162.51 - State Academic Achievement Tests)*

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

With the agreement of the exclusive representative of the certificated staff when applicable, the Superintendent or designee may incorporate objective

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standards from the National Board for Professional Teaching Standards and/or the California Standards for the Teaching Profession into district evaluation standards.

*(cf. 4119.21/4219.21/4319.21 - Professional Standards)*  
*(cf. 4140/4240/4340 - Bargaining Units)*

The evaluation of certificated employee performance shall not include the use of publishers' norms established by standardized tests. (Education Code 44662)

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities. (Education Code 44662)

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

#### *Legal Reference:*

##### EDUCATION CODE

*33039 -State guidelines for teacher evaluation procedures*

*35171 -Availability of rules and regulations for evaluation of performance*

*44660-44665 - Evaluation and assessment of performance of certificated employees (the Stull Act)*

##### GOVERNMENT CODE

*3543.2 - Scope of representation*

##### UNITED STATES CODE, TITLE 20

*6319 - Highly qualified teachers*

*7801 - Definition of highly qualified teacher*

#### *Management Resources:*

##### COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

*California Standards for the Teaching Profession, 2009*

##### WEB SITES

*CSBA: <http://www.csba.org>*

*California Department of Education: <http://www.cde.ca.gov>*

*California Commission on Teacher Credentialing: <http://www.ctc.ca.gov>*

*National Board for Professional Teaching Standards: <http://www.nbpts.org>*

## **Policy**

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**Revised:** November 14, 2000; January 28, 2016

## **PASADENA UNIFIED SCHOOL DISTRICT**

Pasadena, California