

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EVALUATION OF
PROFESSIONAL EMPLOYEES

ADOPTED: October 14, 1991

REVISED:

412. EVALUATION OF PROFESSIONAL EMPLOYEES	
1. Purpose SC 1123	There shall be a plan for regular evaluation of all professional employees of the district.
2. Authority SC 1123	The evaluation plan for professional employees shall be in accordance with the state plan for such purposes or in accordance with Board approval and these guidelines.
3. Guidelines	<p>The Board directs that the district shall utilize the state approved evaluation form or an evaluation form equivalent to the state approved form and approved by the Board.</p> <p>The objectives of the district evaluation plan for professional employees are:</p> <ol style="list-style-type: none">1. To identify, improve, and reinforce the skills, attitudes and abilities which enable an employee to be effective in achieving district goals.2. To identify and suggest ways to improve on weaknesses which prevent an employee from achieving personal goals of the district.
4. Delegation of Responsibility	<p>The Superintendent shall prepare procedures for the conduct of employee evaluations which shall include:</p> <ol style="list-style-type: none">1. That evaluations may be conducted by persons designated by the Superintendent.2. Specification of the number of times professional employees shall be evaluated annually.3. Specification of the form upon which such evaluations will be recorded.4. Provisions for improving unsatisfactory performance by recommending how improvement can be effected.