

Evaluation of Administrative Staff

Each administrator shall be evaluated annually in order to provide guidance and direction to the administrator in the performance of his/her assignment. Such evaluation shall be based on the job description, accomplishment of annual goals and performance objectives, and established evaluative criteria. For building based school administrators such evaluation, except for that of the Superintendent, will include a section for input received from parents or guardians. Parental or guardian input forms will be made available on the main District webpage. The Board shall determine the manner and weight of parental input on the evaluation.

All Principal's must be evaluated on or before May 1st. The Principal evaluation shall be a weighted evaluation in which sixty-seven percent (67%) of the evaluation results are based on Professional Practice. The Professional Practice portion of the evaluation must be aligned to the Domains and Components listed in Subsection 121.01a through 121.01c of Charlotte Danielson Framework for Teaching Second Edition. The remaining thirty-three percent (33%) of the evaluation results are based on multiple objective measures of student achievement.

The Superintendent shall establish procedures for the conduct of these evaluations. Near the beginning of the school year, the Superintendent shall inform the administrator of the criteria to be used for evaluation purposes, including the adopted goals for the District. Such criteria shall include performance statements dealing with leadership; administration and management; school financing; professional preparation; effort toward improvement; interest in students, staff, citizens and programs; and staff evaluation.

Both staff members involved in the evaluation conference shall sign the written report and retain a copy for their records. The person being evaluated shall have the right to submit and attach a written statement to the evaluation within five (5) days following the conference.



LEGAL REFERENCE:

Idaho Code Section 33-513 Professional Employees
Idaho Code Section 33-518 Employee Personnel Files

ADOPTED: 9/19/77

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