

Evaluation

The Board of Directors recognizes that the professional growth and evaluation of individual employees is important to improve the effectiveness and efficiency of ESD 112. Employees are expected to perform the duties identified in their job descriptions, in addition to any other responsibilities that may be assigned by their supervisor.

Administrative and Classified Employees

All administrative and classified employees shall be evaluated annually by their supervisor.

All new administrative and classified employees serve a six month probationary period, which may be extended. New administrative and classified employees shall be evaluated by their supervisor during their probationary period.

The purpose of the probationary period and evaluations of administrative and classified staff is to improve the employee's performance and alert the employee to any deficits or concerns.

Certificated Employees

All certificated employees will receive a written evaluation on an annual basis. Evaluations for certificated personnel will be in compliance with the requirements of chapter [28A.405 RCW](#). The primary purpose of such evaluations will be to enhance and improve an employee's performance so as to improve student learning.

Certificated Teachers

Certificated teachers will be evaluated under a four-level rating system using the following minimum criteria for certificated teachers as developed by the Superintendent of Public Instruction:

1. centering instruction on high expectations for student achievement;
2. demonstrating effective teaching practices;
3. recognizing individual student learning needs and developing strategies to address those needs;
4. providing clear and intentional focus on subject matter content and curriculum;
5. fostering and managing a safe, positive learning environment;
6. using multiple student data elements to modify instruction and improve student learning;
7. communicating and collaborating with parents and the school community; and
8. exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.

Student growth data must be a substantial factor in evaluating the summative performance of certificated classroom teachers.

Certificated Support Personnel

"Certificated support personnel" are certificated employees who provide services to students and hold one or more of the education staff associate (ESA) certificates pursuant to [WAC 181-79A-140\(5\)](#), including school speech pathologists or audiologists, school counselors, school occupational therapists, school physical therapists, and school psychologists.

Certificated support personnel will be evaluated using the following minimum criteria developed by the Superintendent of Public Instruction:

1. knowledge and scholarship in a specialized field;
2. specialized skills;
3. management of special and technical environment;
4. the support person as a professional; and
5. involvement in assisting students, parents and educational personnel.

The Superintendent is directed to adopt practices and procedures that implement this policy.

Legal References:

RCW 28A.310.250 – Certificated employees of district – Contracts of employment – Nonrenewal of contracts – Notice.
RCW 28A.405.100 – Minimum criteria for the evaluation of certificated employees.
RCW 28A.405.210 – Conditions and contracts of employment.
RCW 28A.405.300 – Adverse change in contract status of certificated employee.
WAC 392-191 – School personnel – Evaluation of the professional performance capabilities.

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