

Policy 436 LICENSED TEACHING STAFF PERFORMANCE EVALUATIONS

I. PURPOSE

The purpose of licensed staff performance evaluations is to provide the best possible learner outcomes for students of the Northfield School District. Effective educators are essential to achieve this goal. Providing educators with ongoing feedback and coaching for continuous improvement will result in improved learner outcomes, higher quality services and the best educational opportunities for students that prepare them for lifelong success.

II. GENERAL STATEMENT OF POLICY

The district shall establish performance evaluation procedures for its probationary and tenured professional staff members. The procedures shall focus on the improvement of both the individual and the goals of the program, department, building, and school district.

These performance evaluation procedures shall enable the individual to understand more completely the scope of their duties and responsibilities, place priorities, and clarify working relationships with students, peers, subordinates, and supervisors. The evaluations should also provide a written record of individual achievement as well as information on how the employee is doing in relation to expectations and objectives. Procedures may also allow for obtaining input in the evaluation process from one or more of the following groups: students, peers, subordinates, parents, and other members of the community.

III. PROBATIONARY STAFF

Probationary professional staff shall be evaluated pursuant to Minnesota Statute 122A.40, subd. 5. Data gathered during these evaluations will assist in making decisions regarding continuation of employment and granting of tenure status in the district. Each licensed teaching staff member will receive the number of written evaluations on an annual basis during their probationary period in compliance with the statute.

IV. NONPROBATIONARY STAFF

Nonprobationary professional staff shall be evaluated pursuant to Minnesota Statute 122A.40, subd. 8. Each nonprobationary professional staff member will receive a written evaluation on a three-year review cycle in compliance with the statute.

Policy 436 Professional Staff Performance Evaluations

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Revised: 05.10.2004; Updated: 04.26.2021, 08.11.2025

Legal References: Minn. Stat. § 122A.40, Subd. 5 (Employment; Contracts; Termination)

Minn. Stat. § 122A.40, Subd. 8 (Employment; Contracts; Termination)

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota