

Policy 436 Professional Staff Performance Evaluation

The Board of Education is committed to the goal of providing the best possible educational opportunities for students of the Northfield District. It recognizes that educational programs are the results of the services of people. Therefore, it supports the position that a systematic evaluation process aimed at helping staff do a better job will result in improved services and educational opportunities for students.

It shall be the policy of the Northfield School District to establish performance evaluation procedures for its probationary and tenured professional staff members. These procedures shall include the establishing of objectives, strategies for achieving them, and an assessment of results. The objectives should focus on the improvement of both the individual and the program and should be consistent with the personal goals of the individual as well as the educational goals of the department, building, and school district.

These performance evaluation procedures should enable the individual to understand more completely the scope of his/her duties and responsibilities, place priorities, and clarify working relationships with students, peers, subordinates, and supervisors. They 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.

Probationary Staff

Probationary professional staff shall be evaluated pursuant to M.S. 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 Northfield School District. Each professional staff member will receive the number of written evaluations on an annual basis during his/her probationary period in compliance with the statute.

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School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota