

TEACHER EVALUATION

In order to assure a high quality of teacher performance to advance the instructional programs of the district schools, a program for teacher evaluation will be established, as required by state law.

Teachers will be evaluated at least once annually for the first three years of their contract. Teachers in their fourth contract year or beyond will be evaluated at least once every other year.

The Superintendent shall develop an evaluation process that is based on the minimum professional performance standards established by the South Dakota Board of Education and that:

- evaluates teachers using multiple measures;
- serves as the basis for programs to increase professional growth and development of teachers;
- and
- includes a plan of assistance for any teacher in his or her fourth year or more of teaching whose performance does not meet the district's performance standards.

The formal evaluations will be written and will be discussed by the evaluator and the teacher. Copies of the written document will be signed and dated by both parties and incorporated into the personnel files of the teacher. The signature of the teacher does not indicate approval or disapproval of the evaluation, but that the evaluation has been read and discussed.

Nothing in a teacher's evaluation may diminish the School Board's right to renew or not renew a teacher's contract.

Legal References: SDCL 13-42-34 (Teacher evaluations)
SDCL 13-42-36 (Right to not renew contract preserved)

1st Reading: 03/11/2013

2nd/Final Reading: 04/15/2013