

## **PERFORMANCE EVALUATION**

### **616.02 Annual Evaluations**

#### **Instructional Staff Evaluation**

The Governing Board is committed to the continuous growth of the School's strong instructional program. Our teacher evaluation program is designed to support high quality instruction and to challenge students to achieve academic and personal growth in a rigorous, relevant, and supportive learning environment. A quality teacher evaluation program focuses on continually improving the effectiveness of instruction while maintaining instructional strengths and recognizing the integrity of the teacher's individual teaching style.

The two (2) broad purposes of the teacher evaluation program are quality assurance and professional learning.

The specific goals of the teacher evaluation program are:

- A. to determine whether a teacher's students are meeting achievement growth expectations.
- B. to collect and review relevant data, evidence and artifacts in order to improve instruction and maximize student achievement.
- C. to use self-reflection as a means to refine instructional practice.
- D. to provide opportunities for collaborative dialogue to promote professional learning.

#### **Qualified Evaluator and Training**

Evaluation shall only be conducted by a qualified evaluator who is a School Principal. All evaluators will be trained in the use of the system of evaluation before they use the system. Each evaluator shall receive initial training on the teacher evaluation program. The evaluation process will be reviewed annually. During the training, the standardized method to be used by the evaluators in all schools shall be described to all persons who are scheduled to be evaluated.

#### **Teacher Evaluation Instrument**

The School evaluation program utilizes the elements required by A.R.S. 15-537. The weighting of the elements will be as follows:

- A. Teaching Performance and Professional Practice – sixty-seven percent (67%).
- B. Student Academic Progress - thirty-three percent (33%).

The Summative Performance Instrument includes four (4) performance classifications, designated as highly effective, effective, developing, and ineffective.

### **Principal Evaluation**

The Governing Board is committed to the continuous growth of the School's strong instructional program. Our principal evaluation program is designed to support high quality leadership and to challenge students to achieve academic and personal growth in a rigorous, relevant, and supportive learning environment.

The two (2) broad purposes of the principal evaluation program are quality assurance and professional learning.

The specific goals of the principal evaluation program are:

- A. to determine whether a school's students are meeting achievement growth expectations
- B. to collect and review relevant data, evidence and artifacts in order to improve school administration and maximize student achievement
- C. to use self-reflection as a means to refine administrative practice
- D. to provide opportunities for collaborative dialogue to promote professional learning.

### **Qualified Evaluator and Training**

Evaluation shall only be conducted by a qualified evaluator who is the Executive Director. All evaluators will be trained in the use of the system of evaluation before they use the system. Each evaluator shall receive initial training on the principal evaluation program. The evaluation process will be reviewed annually. During the training, the standardized method to be used by the evaluators in all schools shall be described to all persons who are scheduled to be evaluated.

### **Principal Evaluation Instrument**

The School evaluation program utilizes the elements required by A.R.S. 15-189. The weighting of the elements will be as follows:

- A. Principal Performance and Professional Practice – sixty-seven percent (67%).
- B. Student Academic Progress - thirty-three percent (33%).

The Summative Performance Instrument includes four (4) performance classifications, designated as highly effective, effective, developing, and ineffective.