

Section G: Personnel

GCO Evaluation of Represented Staff

Each member of the Region 8 educational community will participate in an established system of evaluation. The purpose of evaluation is to promote improved performance, enhance continuous growth, provide constructive, ongoing direction and encourage excellence for all personnel.

Employee's performance will be assessed within the areas of responsibility as defined in the specific job description, school goals, elements specified in the Region 8 / MCST Teacher Evaluation and Professional Growth (TEPG) Plan, and specific objectives which will be held between the Director, or other Region 8 administrator, and the employee. A plan of growth with measurable goals and objectives will be jointly developed for areas requiring improvement. Written evaluations and responses will be maintained in an employee's personnel file. Continued and documented inability to improve employee's performance as described herein may lead to termination.

Probationary Contract Teachers

Each teacher employed under a probationary contract will have two formal observations annually. The first will be completed by the Director, or other Region 8 administrator. The second will be completed by the Director, or other Region 8 administrator, no later than May 1. The observations will be included in the annual evaluation.

Continuing Contract Teachers

Each teacher employed under a continuing contract will receive one formal written evaluation as specified in the Region 8 / MCST TEPG Plan. Formal goal setting shall occur annually in conjunction with the evaluation process by November 1.

Cross Reference: Region 8 / MCST TEPG Plan

First Reading: 9/25/96 , 3/24/10, 8/23/17, 12/16/20
Adopted: 10/23/96, 4/28/10, 9/27/17, 1/27/21
Revised: 6/28/17, 12/7/20
Reviewed: 5/27/98, 2/24/10