

Section G: Personnel

GCO Evaluation of Represented Staff

Each member of the Mid-Coast School of Technology educational community will participate in an established system of annual 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, and specific objectives which will be held between the Director 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 in objectives identified may lead to termination.

Probationary Contract Teachers

Each teacher employed under a probationary contract will receive two formal written evaluations annually. The first will be completed by the Director no later than December 1. The second will be completed by the Director no later than May 1. Each evaluation will include classroom observations.

Continuing Contract Teachers

Each teacher employed under a continuing contract will receive one formal written evaluation annually, completed by the Director by February 1. Formal goal setting shall occur annually in conjunction with the evaluation process by November 1.

Mid-Coast School of Technology Teachers in Sending Schools

Each teacher employed by MCST and based in a sending unit school will receive two formal written evaluations annually. One will be completed by the Director, and one completed by the Principal of the sending unit school by February 1. Formal goal setting shall occur in conjunction with the evaluation process by November 1.

First Reading: 9/25/96 , 3/24/10

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Revised: _____

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