

Santa Barbara School Districts

Board Policy

BP 4115

Personnel

EVALUATION/SUPERVISION

The Governing Board believes that regular and comprehensive evaluations can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold staff accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law and negotiated contracts.

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the district.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance. The Superintendent or designee shall endeavor to assist employees to improve their performance and may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary to promote effective teaching.

Legal Reference:

EDUCATION CODE

- 33039 State guidelines for teacher evaluation procedures
- 35171 Availability of rules and regulations for evaluation of performance
- 44500-44508 Peer assistance and review program for teachers
- 44660-44665 Evaluation and assessment of performance of certificated employees
(The Stull Act)

GOVERNMENT CODE

- 3543.2 Scope of representation

Management Resources:

CTC PUBLICATIONS

Standards for the Quality and Effectiveness for Beginning Teacher Support and Assessment Programs, 1997, Commission on Teacher Credentialing and State Superintendent of Public Instruction

WEB SITES

CSBA: <http://www.csba.org>

CDE: <http://www.cde.ca.gov>

California Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

California Teachers Association: <http://www.cta.org>

California Federation of Teachers: <http://www.cft.org>

Policy: SANTA BARBARA ELEMENTARY/HIGH SCHOOL DISTRICTS

Adopted: March 8, 2000 Santa Barbara, California