

### EVALUATION OF PROFESSIONAL STAFF

The Superintendent will cause all professional staff to be evaluated as a basis for contract recommendations, which will be made annually to the Board between February 1 and April 10.

The performance evaluation model is designed around the standards for professional practice found in Charlotte Danielson's, Enhancing Professional Practice: A Framework for Teaching, district and building goals for improving teaching and learning; NH State Curriculum Frameworks; and, finally, the development of opportunities for reflection and dialogue between administrators and teachers.

#### **TRACK I: NEW TEACHERS:**

This track engages staff, who are new to the district, in focused professional development opportunities often alongside mentor teachers and/or administrators. An environment is created that values professional learning, reflective practice and performance evaluation as keys to professional development. These teachers typically work from one year professional growth plans.

#### **TRACK II: PROFESSIONAL DEVELOPMENT:**

This track focuses on teachers having completed five years in the district. These teachers and administrators design a three-year professional growth plan that is consistent with their three-year cycle of recertification. As with all teachers, these members of our professional staff are also holding themselves to the Framework for Teaching standards. Individual goals and objectives are mutually agreed to for the three years with assessment procedures articulated as well. Individual goals are based on district and building improvement goals as are the activities and specific learning that are undertaken as part of the plan for professional growth.

#### **TRACK III: TEACHER ASSISTANCE:**

This track provides organizational support and assistance to tenured teachers not meeting the teaching standards of the districts. The teacher assistance program demonstrates the district's commitment to quality teaching by providing a supported, structured and focused system of assistance. A teacher's performance is measured based on the standards for teaching established by the district and uses Danielson's Four Domains for Professional Competency as instruments for evaluating and measuring competency and as a basis for improvement during the assistance plan's duration.

#### **Legal References:**

Windham School Board	Policy Code: GCO
Adopted: September 19, 2011	

The Superintendent will provide annual professional development to district administrators to ensure inter-rater reliability.

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