

PERSONNEL

5222

1 Evaluation of Non-Administrative Staff

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3 Each non-administrative staff member’s job performance will be evaluated by the staff member’s

4 direct supervisor. Non-tenured certified staff shall be evaluated, at a minimum, on at least an

5 annual basis. Tenured certified staff members may be evaluated according to the terms stated in

6 the current collective bargaining agreement if applicable. The evaluation model shall be aligned

7 with applicable district goals, standards of the Board of Public Education, and the district’s

8 mentorship and induction program. It shall identify what skill sets are to be evaluated, include

9 both summative and formative elements, and include an assessment of the educator’s

10 effectiveness in supporting every student in meeting rigorous learning goals through the

11 performance of the educator’s duties.

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13 The supervisor will provide a copy of the completed evaluation to the staff member and will

14 provide opportunity to discuss the evaluation. The original should be signed by the staff member

15 and filed with the Superintendent. If the staff member refuses to sign the evaluation, the

16 supervisor should note the refusal and submit the evaluation to the Superintendent.

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18 Legal Reference:                   ARM 10.55.701(4)(a)(b)       Board of Trustees

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20 Policy History:

21 Adopted on: February 2007

22 Revised on: January 2016

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24 January 2016 revision notes: Added reference to non-tenured vs. tenured. Added evaluation

25 model and skill set requirements.

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