Title: Evaluation of Professional Staff
Code: GCN
Book: WJCC Policy Manual
Section G: Personnel

Every employee of the WJCC School Board staff will be evaluated on a regular basis at least as frequently as required by law.

The superintendent shall ensure that cooperatively developed procedures for professional staff evaluations are implemented within the division. The results of the evaluation shall be in writing, dated and signed by the evaluator and the person being evaluated, and maintained in the electronic evaluation system.

The primary purposes of evaluation of teachers are to:

- optimize student learning and growth for all students;
- contribute to the successful achievement of the goals and objectives of the division's educational plan;
- improve the quality of instruction by ensuring accountability for classroom performance and teacher effectiveness;
- promote a positive working environment, as well as collaboration and continuous communication between the teacher and the evaluator, that promotes continuous professional growth and improved student outcomes; and,
- promote self-growth, instructional effectiveness, and improvement of overall professional performance.

The primary purposes of evaluation of principals are to:

- optimize student learning and growth for all students;
- contribute to the successful achievement of the goals and objectives defined by the vision, mission and goals of the school division;
- provide a basis for leadership improvement through productive principal performance appraisal and professional growth; and,
- implement a performance evaluation system that promotes collaboration between the principal and evaluator and promotes self-growth, leadership effectiveness, and improvement of the overall job performance.

The procedures will be consistent with the performance objectives included in the Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers and the Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals. Evaluations shall include student academic progress as a significant component and an overall summative rating. Teacher evaluations include regular observation and evidence that instruction is aligned with the school's curriculum. Evaluations include identification of areas of individual strengths and weaknesses and recommendations for appropriate professional activities. Evaluations include an evaluation of cultural competency.

Any teacher whose evaluation indicates deficiencies in managing student conduct may be required to attend professional development activities designed to improve classroom management and discipline skills.

If a teacher's performance evaluation during the probationary period is not satisfactory, the school board shall not reemploy the teacher.

Adopted:
5/14/74

Revised:
3/19/96, 3/6/01, 9/20/16, 2/20/24

Legal References:
Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78, 22.1-294, 22.1-295, 22.1-303, 22.1-253.13:5, 22.1-253.13:7, 22.1-276.2.
Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers (Virginia Board of Education as approved March 18, 2021)
Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals (Virginia Board of Education as effective March 17, 2022)

Cross References:
CBG, Evaluation of the Superintendent

Title: Evaluation of Professional Staff
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Section G: Personnel

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The superintendent shall ensure ~~assure~~ that cooperatively developed procedures for professional staff evaluations are implemented within the division. The results of the evaluation shall be in writing, dated and signed by the evaluator and the person being evaluated, and maintained in the electronic evaluation system. ~~with one copy going to the central office personnel file and one copy to the person being evaluated.~~

The primary purposes of evaluation of teachers are to:

- ~~to~~ optimize student learning and growth for all students;
- ~~to~~ contribute to the successful achievement of the goals and objectives of the division's educational plan;
- ~~to~~ improve the quality of instruction by ensuring accountability for classroom performance and teacher effectiveness;
- promote a positive working environment, as well as collaboration and continuous communication between the teacher and the evaluator, that promotes continuous professional growth and improved student outcomes; and,
- ~~to provide a basis for leadership improvement through productive performance appraisal and professional growth;~~
- ~~to implement a performance evaluation system that promotes a positive working environment and continuous communication between the employee and the evaluator that promotes continuous professional growth, leadership effectiveness, improvement of overall job performance and improved student outcomes; and~~
- ~~to~~ promote self-growth, instructional effectiveness, and improvement of overall professional performance.

The primary purposes of evaluation of principals are to:

- optimize student learning and growth for all students;
- contribute to the successful achievement of the goals and objectives defined by the vision, mission and goals of the school division;
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Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers (Virginia Board of Education as approved March 18, 2021)
Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals (Virginia Board of Education as effective March 17, 2022)

Cross References:
CBG, Evaluation of the Superintendent

Additional Resources

CBG - Evaluation of the Superintendent
§ 22.1-70. Powers and duties of superintendent generally.
§ 22.1-78. Bylaws and regulations.
§ 22.1-294. Probationary terms of service for principals, assistant principals, and supervisors; evaluation; reassigning principal, assistant principal, or supervisor to teaching position
§ 22.1-295. Employment of teachers.
§ 22.1-303. Probationary terms of service for teachers.
§ 22.1-253.13:5. Standard 5. Quality of classroom instruction and educational leadership.
§ 22.1-253.13:7. Standard 7. School board policies.
§ 22.1-276.2. Removal of students from classes.
Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers
Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals