



PROBATIONARY / PERMANENT STATUS

~~A probationary teacher who has been employed by the district in a position or positions requiring certification for two complete consecutive school years and is then rehired for the next succeeding school year shall become a permanent employee at the beginning of the third year. It is the intent of the District to retain only those employees who demonstrate exemplary performance.~~

~~A person employed as a district or university intern shall have the intern year of service count toward permanent status if reemployed by the district in which the internship was completed. Following completion of the internship, if he/she is reelected by the district to serve in a position requiring certification qualifications for the next succeeding school year, he/she shall be classified as a second year probationary employee during that year.~~

~~A person who has completed an internship and at least one complete school year in a position requiring certification qualifications within the district shall be granted permanent status when he/she is reelected for the next succeeding school year to a position requiring certification qualifications.~~

EVALUATION AND SUPERVISION

The Governing Board believes that regular, comprehensive evaluations designed to hold instructional staff accountable for their performance are key to improving their teaching skills and raising students' levels of achievement.

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 and encourages them to take initiative to request assistance as necessary, including participation in appropriate staff development and/or individualized teacher support and guidance programs.

The Superintendent or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria: (Education Code 44662)

1. *Students' progress toward meeting District standards of expected achievement for their grade level in each area of study and, if applicable, toward the state-adopted academic content standards as measured by state-adopted criterion-referenced assessments.*

2. *The instructional techniques and strategies used by the employee.*

3. *The employee's adherence to curricular objectives.*

4. *The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.*

5. *The employee's performance based on the following California Standards for Teaching Profession and their respective elements:*

Standard 1: Engaging and supporting all students in learning

Standard 2: Creating and maintaining effective environment for student learning

Standard 3: Understanding and organizing subject matter for student learning

Standard 4: Planning instruction and designating learning experiences for all students

Standard 5: Assessing student learning

Standard 6: Developing as a Professional Educator

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities. (Education Code 44662)

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning and are uniformly applied throughout the District.

Legal Reference:

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~~Education Code 44466, 44885.5~~

~~Education Code 44929.21~~

EDUCATION CODE

33039 State guidelines for teacher evaluation procedures

35171 Availability of rules and regulations for evaluation of performance

44660-44665 Evaluation and assessment of performance of certificated employees (the Stull Act)

GOVERNMENT CODE

3543.2 Scope of representation

Management Resources:

COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

California Standards for the Teaching Profession, 2009

WEB SITES

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

California Department of Education: <http://www.cde.ca.gov>

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

Policy Adopted: December 4, 1984

Revised: May 18, 2004

Revised: _____