

In recognition of its accountability to the people of Lee County and its obligation under the statutes of the State of Georgia, the Lee County Board of Education hereby adopts evaluation instruments and processes that are locally developed variations of the Georgia Board of Education evaluation for professional personnel. The purpose of evaluation is to:

1. Provide constructive feedback to individual educators in order to improve student performance;
2. Recognize and help reinforce outstanding service that has resulted in positive student performance;
3. Provide direction for staff development practices that have a positive impact on student performance;
4. Unify teachers and administrators in their collective efforts to educate students and to increase student performance;
5. Provide for a system of continual improvement to enhance student performance.
6. Provide evidence that will withstand professional and judicial scrutiny when needed in a case of corrective action or termination of an unproductive employee.

Evaluations shall be conducted so that:

1. The evaluator shall evaluate the performance of those over whom he/she has supervisory control;
2. The evaluator shall assist the person being evaluated in determining appropriate opportunities for professional growth;
3. The evaluator shall foster trust and communication within and among system personnel;
4. The evaluator shall specify identified strengths and weaknesses in the performance of those evaluated; and
5. The results of the annual evaluation shall be confidential.

Evaluations shall at a minimum include:

1. The role of the professional in meeting the school's student achievement goals, including the academic gains of students assigned to the teacher;
2. In the case of classroom teachers, observations of the teacher by the principal and assistant principals during the delivery of instruction and at other times as appropriate;
3. Participation in professional development opportunities and the application of concepts learned to classroom and school activities;
4. Communication and interpersonal skills as they relate to interaction with students, parents, other teachers, administrators, and other school personnel;
5. Timeliness and attendance for assigned responsibilities;

6. Adherence to school and local school system procedures and rules; and
7. Personal conduct while in performance of school duties.

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Reviewed: October 1, 1996; October 9, 2000

Legal Ref.: O.C.G.A., §20-2-210; 20-2-212; 20-2-230(a); 20-2-281(b); 20-2-282; 50-14-3(6)