

3120 EVALUATION OF NONTENURED TEACHING STAFF MEMBERS

The Board of Trustees recognizes the importance of implementing a program for the evaluation of non-tenured teaching staff members in accordance with law for the purposes of identifying and correcting deficiencies, improving professional competence, improving the quality of instruction received by pupils of this school, and assisting the Board in determining the member's reemployment.

The program of evaluation of non-tenured teaching staff members shall include the observation of each such employee in the performance of assigned duties by an appropriate supervisor once each semester and no fewer than three times annually; the written evaluation of both the employee's performance during observation and the employee's total employment performance; timely conferences between the employee and the evaluating supervisor during which the employee's weaknesses and strengths are discussed; and an opportunity for the employee to record a timely disclaimer to the evaluation.

The Principal/Chief Advocate or his/her designee shall make every effort to assist non-tenured teaching staff members in the remediation of deficiencies disclosed by observation and evaluation and may conduct additional observations and evaluations of employees who are inexperienced or marginally competent. The Principal/Chief Advocate should recognize that the purposes of this policy cannot be realized by evaluations that do not record the weaknesses as well as the strengths of teaching staff members. Assessments that are less than honest and candid serve neither the professional growth of the employee nor the interest of the charter school in building a staff of highly competent, well-trained personnel.

N.J.S.A. 18A:27-3.1 et seq.

N.J.A.C. 6A:32-4.5

3121 EVALUATION OF TENURED TEACHING STAFF MEMBERS

The Board of Trustees recognizes that the continuing evaluation of tenured teaching staff members is essential to the achievement of the educational goals of this school. The purpose of a program of evaluation will be to promote professional excellence and improve the skills of tenured teaching staff members, improve pupil learning and growth, and provide a basis for the review of teaching staff member performance. The Board will provide leadership, adequate resources for supervision and professional development, time for the proper conduct of evaluations, and time for in-service training.

Each tenured teaching staff member shall be evaluated annually by appropriately certified and trained administrators or supervisors against criteria that evolve logically from the instructional priorities and program objectives set forth in the teaching staff member's job description.

N.J.A.C. 6A:32-4.4

