

TERRELL COUNTY BOARD POLICY
Professional Personnel Evaluation

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It is the belief of the Board of Education that a program for evaluating personnel should be conceived and conducted for the sole purpose of improving the quality of instructional, supervisory, and administrative services. The procedures that serve the purpose of an appropriate evaluation instrument should clearly identify the educational goals of the System, and the evaluation program should provide information pointing to the kinds of in-service training needed by the teachers, supervisors, and administrators to accomplish these goals. A school system's teacher education objectives must be consistent with the school system's educational goals and the educational personnel evaluation program for the system should be used to identify individual and collective in-service training needs in that system. Clearly, evaluation or assessment should be a diagnostic tool which identifies what additional competencies would strengthen a given individual's professional repertoire. Such an approach holds promise for upgrading achievement of educational goals, and one of its real advantages is its potential for improving the personnel through a systematic in-service program. When implemented in such a positive, non-punitive way, an educational personnel achievement program of this type can stimulate constructive self-appraisal and can indeed provide realistic data for making decisions leading to more efficient and effectual service training.

The Superintendent shall ensure that annual teacher evaluations are in accordance with state law and shall at a minimum take into consideration the following:

1. The role of the teacher in meeting the schools' student achievement goals, including the academic gains of students assigned to the teacher;
2. 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. Timelines 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.

Each certificated employee in the school system shall be evaluated using an instrument that has been properly developed and validated, provided that the evaluator(s) are properly trained to use that program or instrument.

Procedures for Evaluation, including Terrell County's Evaluation Instrument – GTOI/GTDRI (GTEP) and the Terrell County Addendum were established 12/9/2002 and are included in the Terrell County Policy book.