

DOVER SCHOOL DISTRICT	POLICY CODE: GCO-1
DATE OF ADOPTION: OCTOBER 10, 2005	PAGE 1 OF 1

EVALUATION OF PROFESSIONAL STAFF TEACHERS

The School Board intends to seek and maintain the best qualified staff to provide quality education for students. In keeping with this goal, there will be an on-going appraisal of the performance of staff to provide:

1. A systematic process whereby all staff members may increase the effectiveness of their services, using the available professional resources.
2. Opportunity for all staff members to analyze their strengths and weaknesses as they relate to the teaching-learning process and to discuss objectively the contributions they have made to the school system.
3. Opportunity for the administrative staff to analyze the strengths and weaknesses of individual staff members and to use this knowledge to develop supervisory service to assist individuals in developing objectives to improve their incompetence. These may relate to the teaching-learning process and/or other professional responsibilities.
4. Effective means by which administrators may make recommendations concerning the continued employment of personnel, the granting of a continuing contract, the granting of an increment, and/or other recommendations to the School Board.
5. Identification of incompetent staff.
6. Identification of superior staff who should receive public recognition.

Evaluation of all professional staff will normally be conducted by the Superintendent and/or such other persons as he or she may designate.