

SUPERVISION AND EVALUATION OF PROFESSIONAL STAFF

A well-planned and systematic program of supervision and evaluation of performance tied to educational outcomes is vital to the ongoing improvement of the instructional program. It is the Board’s responsibility to ensure that sufficient administrative time and energy are expended to supervise (observe and assist) and evaluate (measure and assess) teachers. The evaluation program shall address all aspects of teaching performance.

In accordance with Maine’s Educator Effectiveness Law (20-A MRSA § 13701-13706), the District will implement a performance evaluation and professional growth system (PEPG consistent with the requirements of Department of Education Rule Chapter 180. The performance evaluation and growth system must be approved by the School Board.

In keeping with the School Board’s goal of employing the best qualified staff to provide quality education for all students, all teachers are expected to participate fully in the evaluation process, self-assessment and continuous improvement of professional skills.

While supervision and evaluation policies are not negotiable in collective bargaining, the Superintendent is to seek appropriate involvement of staff in the development and periodic review of the supervision and evaluation program.

Legal Reference: 20-A MRSA §§ 1055, 13201; 13701-13706, 13802

Me. Dept. of Ed. Rule Ch. 125 §§ 4.02 (E) (3), 8.08)

Me. Dept. of Ed. Rule Ch. 180

Reference: [PEPG Resources](#)

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