

PELHAM SCHOOL DISTRICT POLICY

GCO – EVALUATION OF PROFESSIONAL STAFF

Category: Priority

The Superintendent will ensure that all professional staff are evaluated as a basis for contract recommendations. The Superintendent will provide these to the board annually, between February 1 and April 15.

The performance evaluation model is designed around the standards for professional practice found in Charlotte Danielson's, Enhancing Professional Practice: A Framework for Teaching, District and building goals for improving teaching and learning; NH State Curriculum Frameworks; and, finally, the development of opportunities for reflection and dialogue between administrators and teachers. The District utilizes a performance management system to establish timelines, expectations, and the frequency of observations.

New Professional Staff: Professional staff who are new to the District receive tailored professional development opportunities often alongside mentor teachers and/or administrators. An environment is created that values professional learning, reflective practice, and performance evaluation as keys to professional development. These professional staff typically create three year goals to align with their certification cycle and revisit them annually.

Experienced Professional Staff: Professional Staff having completed the probationary period required by the state will design a three-year professional growth plan that is consistent with their three-year cycle of recertification. Individual goals and objectives are mutually agreed to for the three years, with assessment procedures articulated as well. Individual goals are based on District and building improvement goals as are the activities and specific learning that are undertaken as part of the plan for professional growth.

Staff in Need of Improvement: Professional Staff not meeting the standards of the District require support and assistance. A staff member's performance is measured based on the standards established by the District and uses Danielson's Four Domains for Professional Competency as instruments for evaluating and measuring competency and as a basis for improvement during the assistance plan's duration.

District Policy History:

Adopted: September 07, 2011

Revised: May 19, 2021